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Intermountain Reporter

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Intermountain Region

Ogden, Utah

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"You'll never be forgotten—you're too valuable."

That was the intended message of the May 12 "Recognition Day" for Forest Service retirees in the Ogden area.

The following people contributed to an enjoyable afternoon for the approximately 70 retirees who gathered:

- Community organizations displayed health, financial, educational and other services they provide retirees.
- The Pine Tree Club served the goodies.
- Regional Forester Gray Reynolds and Acting INT Director Richard Krebill addressed the group.
- Former Regional Forester Stan Tixier never missed a beat with a delightful recitation of his own cowboy poetry.
- Tami Montoro, Retiree Liaison, pulled the event together. She had help from a committee that included: Ollie Quirante and Robin Renteria (Intermountain Station); Maria Bingham, Janet Hoel-Thorsted and Ron Broderius (Regional Office employees) and Jim Butler, Carter Gibbs, Fern Blasko and Tom Hagan (retirees). Jim Stone took pictures.

Velda Lowe (left) and Virginia Gailey take time to check out the new Emeritus Room. Everything is there (computer, typewriter, telephone, reference material, etc.) for use by retirees volunteering their services to a Forest Service project. Virginia first worked in the Regional Office but retired as the INT Station Director's Secretary. Velda retired as a staff person in Timber Management (Regional Office).

Regional Forester Gray Reynolds and Everett Doman listen attentively to Gay Doman. Everett retired from the Washington Office.

Former Regional Forester Stan Tixier (the one with the neckerchief and mustache) and Dick Sanders (former Range and Watershed Director) appear to be checking out all the attendees.

Directors Meeting?—(left to right) Retired Directors: Doug Bird (Aviation and Fire); George Roether (Timber Management); Dave Graham (State and Private Forestry); and Cliff Miller (Engineering).

Betty Pierce retired from Recreation and Lands but was presented the Forest Service clock at the Retiree Recognition Day for her volunteer service in Engineering.

Retiree Becomes Volunteer Specialist

Eunice Olson of St. Anthony is the Targhee National Forest's first volunteer Interpretive Specialist. The retired Forest Service employee spent much of the winter visiting fellow skiers at local recreational areas.

Eunice Olson retired in January of 1993 after 30 years of federal service. Why does that "make the news?" Read on.

Eunice Olson lives in St. Anthony, Idaho, and as the Targhee National Forest's first volunteer Interpretive Specialist, she spent much of the winter visiting fellow skiers at local recreational areas.

Never too old to try something new, Olson began skiing when she was 39 and, for many years, was the Ladies Day Coordinator at Grand Targhee Ski Resort. This ski addict even convinced her boss to allow her to work 10 hour days, so she could go skiing each Wednesday with the women.

She has a positive outlook toward life. She says, "If you can't change it, don't worry about it." Even an artificial knee, the result of a skiing accident, doesn't keep her down, and she emphasizes the need to stay active and to lead a productive life.

Eunice began her career with the Forest Service as a Secretary in Engineering, working her way up through the ranks to become a Resource Specialist in the office that handles the billings for timber sales, grazing permits, and special-use permits.

Working at the Supervisor's Office in St. Anthony for almost 30 years, she became a valuable source of information for the employees who came and went. "I went through seven Forest Supervisors," she recalls.

Eunice was the Targhee's first person to receive the Targhee Wellness Person of the Year Award, as well as the Targhee's first Civil Rights Person of the Year Award.

The mother of six children, Eunice is busy with community activities as well as Forest Service volunteer services. She has taught community education classes on self-esteem, stress management and time management. The classes are sponsored by the Eastern Idaho Technical College.

Eunice says she has always believed in being a public servant in the truest sense. She sees her volunteer mission as spreading understanding of the Forest Service, without intruding on visitors' time. She explains how the government works to everyone (from ski resort operators to ranchers) to ensure beneficial use of public lands.

As the snow melts, she plans to continue her mission, riding on horseback along Forest trails on the Targhee National Forest.

Marie Davis
Office Automation Clerk
Targhee National Forest

(Excerpts and photo are used from an article by Don Sparhawk, Staff Writer. His article was printed in the Fremont County Herald-Chronicle.)

SO LONG, VOLUNTEERS

I had a dream the other night that every volunteer in this land had set sail for another country.

"Serves them right," I thought. "All they had to do was say they wouldn't go. It would have saved them a lot of grief. Oh, well, who needs them?"

The hospital was quiet as I passed through it. The reception desk was vacant. Rooms didn't have books, flowers or voices. There were no clowns in the children's wing. No laughter.

Social agencies closed their doors, unable to implement programs for scouting, recreation, or drug control; unable to help the retarded, lonely, crippled or abandoned.

The schools were strangely quiet with no field trips and no volunteer aids in the classrooms. The symphonies and museums built and staffed with volunteers were dark.

Flowers on church altars withered and died. Children in nurseries found no one to hold them. Alcoholics cried out in despair, but no one answered.

I fought in my sleep to regain a glimpse of the ship of volunteers just one more time. It felt like my last glimpse of a decent civilization.

—Author unknown.

We know that volunteers are an integral part of the Forest Service workforce. Their contributions are invaluable. As we are constantly asked to do more with less, many Forest Service activities and services would be curtailed or cancelled if volunteers did not provide assistance. We salute the people who give freely of their time and energy to help us care for the land and serve people.

Regional Forester's Message

On May 12, we had a chance to recognize some very special people in the Ogden area at a Retiree Recognition Day here in the Regional Office. As we celebrated with this select group, we paid special tribute to four retirees whose volunteer efforts have been especially noteworthy:

● Doug Bird is always willing to offer assistance at a moment's notice (if he's not in a foreign country). He participated in the Regional Forester's review of the Caribou National Forest, the transitional orientation of the new Director of Aviation and Fire Management, and gatherings to plan the new Fire Coordination Center in Salt Lake City.

● Jim Butler spent many hours in 1990 salvaging historic pictures that were water soaked when the basement of the Ogden Federal Building was flooded. That same year, he served as the retiree representative at the 4-day Symposium in St. George. He helps the Wasatch-Cache Forest with Smokey Bear presentations at schools. In 1992, he helped with the Regional Forester's review of the Caribou Forest and was the retiree liaison for a presentation about retirees to Deputy Chief Overbay in the Washington Office. He currently serves as Co-President of the Old Timers Club and is always available to help with projects.

● Mont Lewis retired from the Forest Service in 1971 after 25 years of dedicated service. Since then, he has contributed a total of 16 years of full-time volunteer service. He is currently the curator of the Intermountain Forest Service Herbarium and continually writes articles about information he has gathered as a volunteer.

● Betty Pierce has worked as a volunteer in the Engineering Staff since she retired from the Recreation and Lands Staff in 1989. Without Betty's specialized knowledge and dedication, there would be many important tasks not accomplished and a big void left in the Engineering organization.

These are four Ogden area retirees but the same types of things are happening all over the Region. The story about Eunice on the previous page is a further example of what retirees do for the Forest Service. When the annual Volunteer Week came around a short time ago, I realized I needed to publicly thank retirees all over the Region who continue to serve the Forest Service even after employment ends. There are active retiree groups in Boise, Ogden, McCall, and Twin Falls (extensions of the Old Timers Club) and volunteer work is done by them as a group and as individuals.

Some may not know the important roles our retirees play. Since many of them now have time to be more active in their communities and among other friends, they have a better opportunity to tell the Forest Service story than they ever had before. And that makes our work easier and more effective.

The Old Timers Club is a valuable asset. Its newsletter, luncheons and picnics enhance communication between retirees and regular employees. Some very dedicated retirees have volunteered to make those activities happen. Jim Butler and Ray Connelly are serving as co-presidents of the Club (and this is not their first term of office—both have been president before); Bruce Brown is the vice-president; treasurer Merle Bower accounts for the funds; and, with no official secretary, Winona Johnson got out the latest issue of the "Old Timers News," (she's an old hand at that job since she and Betty Lampros produced the newsletter during the last several years). Hal Michelson, Larry Lassen and Tom Roederer are the directors. We encourage retirees to keep in touch by joining and participating in the Old Timers.

I hope retirees also read the "Intermountain Reporter" as another way of knowing what is going on. Actually, I would like you retirees to do more than read the "Reporter," I'd like you to submit material. We need your perspective and the editor would be delighted to have some good historical articles, some opinions voiced through the "Viewpoint" column, or any other input that would enrich the contents of the "Reporter."

Our retirees help us keep track of our rich and colorful history, giving us insight into the past and personalizing it. Another very special retiree service is letting us know when something is not turning out quite like we hoped it would. With their greater experience, there are many times they are able to spot and help us around pitfalls before we see them coming. We would do well to listen to them.

As you can see, our retirees are ambassadors of good will, advisors, information disseminators, and folks who work hard on voluntary Forest Service projects. There are many retirees who were not singled out for recognition in this message because of space limitations, but please know that your volunteer services are just as valued and appreciated.

Most retirees are proud of "their" Forest Service and want it to be the very best! We hope they will never stop helping us make it so!

Wildlife Management in the Forest Service

Interest in wildlife was an important part of the late 19th century conservation movement. Even though wildlife, especially big game, was perhaps the most endangered resource of that period, it did not have the same economic importance as other resources such as timber, forage, and water, nor did it capture the public's attention in the same way as preserving scenic waterfalls or geysers. Because of that, buffalo, deer, and elk were almost eliminated from the West and predator species (wolf, bear, and cougars) were becoming rare.

Upper-class reformers such as George Bird Grinnell, founder of *Field and Stream* magazine, and Theodore Roosevelt, a co-founder of the Boone and Crockett Club, were alarmed by the fate of big game in the West. Membership in the Boone and Crockett Club (under Roosevelt's sponsorship), gave Gifford Pinchot an opportunity to expand the concept of forest conservation to embrace big game protection. Yet, when the newly created federal reserves were transferred from the Department of the Interior to the Department of Agriculture in 1905, Gifford Pinchot, as head of the Forest Service, apparently did not see much relationship between National Forest administration and wildlife. His emphasis on timber resources set the future tone of the agency.

Moreover, the agency had to be cautious about regulating game animals and birds on forest reserves (renamed National Forests in 1907) for an infringement on states' rights would give western critics a reason to disband the reserves. Forest Service policy was to "cooperate with game wardens of the State or Territory in which they served . . ." according to the first book of directives issued by the agency in 1905 ("The Use Book"). Two years later, a provision in the Agricultural Appropriations Act of 1907 made it a law that "hereafter officials of the Forest Service shall, in all ways that are practicable, aid in the enforcement of the laws of the States or Territories with regard to . . . the protection of fish and game."

Although wildlife management was not formally included as a responsibility of the Forest Service in the 1897 Forest Management (Organic) Act, the agency helped pioneer wildlife management and motivated many states to begin or improve their own programs. Hunters and anglers were the largest group of recreationists on the National Forests, so it was natural for the Forest Service to focus its attention on fish and game animals. The federal game refuges created on National Forests to conserve wildlife helped increase the number of game animals that could be hunted on adjacent lands. Increasing deer populations led to conflicts between hunters and ranchers. Recreational hunters wanted more game animals; ranchers, concerned with forage depletion, wanted fewer. In the 1920's, Forest Service efforts to reduce the excessive number of mule deer on the Grand Canyon Federal Game Preserve (Kaibab National Forest) went to the Supreme Court. The agency won a limited victory in 1924 when the court found that Forest Service employees could hunt excess game to "prevent property damage," that is, protect forage from overgrazing by deer.

It was in the southwest that Aldo Leopold, a Forest Service employee from 1909 to 1928, developed the concept of wildlife management that led to the first textbook, *Game Management*, in 1933. That same year, he joined the faculty of the University of Wisconsin and began the first academic program in game management. While employed by the Forest Service, Leopold favored eradication of predators as a step toward bringing back big game populations but, after killing a wolf, he realized that predators were important in keeping a natural balance. In 1916, the Biological Survey was created in the Department of Agriculture to enforce the Migratory Bird Act, passed in 1913 to provide federal protection to game and insect-eating birds. The Biological Survey later became the Fish and Wildlife Service in the Department of the Interior and took the lead in government predator control efforts.

Barry Locke was hired in the Intermountain Region in 1929 as the first designated wildlife manager in the Forest Service. Two years later, he accepted a position as director of the Izaak Walton League.

Wildlife programs were halted at first by the insufficient budgets that accompanied the economic depression of the 1930's. Later, public works programs, such as the Civilian Conservation Corps, were developed to provide employment for millions of people. Work projects included wildlife habitat improvement.

By 1936, the year Dr. Homer Shantz became the first Director of Wildlife Management, 61 people were assigned to wildlife work in the Forest Service.

The number of southeastern National Forests grew rapidly during the Depression through federal purchase of severely cutover and eroded private lands. The challenge for managing these lands was to make their recovering forests suitable for wildlife. From this goal came the slogan: "Good timber management is good wildlife management."

Around the same time, the Forest Service in the Pacific Northwest found that public concern for elk protection exceeded that for timber production. There was a lengthy battle with the Park Service over management of Mt. Olympus National Monument, established in 1909 to protect the Roosevelt elk (named after Teddy Roosevelt). Forest Service officials in the Regional Office and the Olympic National Forest argued that the best use of the Monument, then managed by the Forest Service, and surrounding National Forest land was to open them to road construction and timber management, a move that would provide employment and recreation for the local population. The controversy boiled during the mid-1930's when the Forest Service and the Bureau of Biological Survey recommended that some elk within the Monument be shot to reduce the population, prevent disease and starvation and decrease overgrazing. Seattle citizens were outraged, especially the editor of the Seattle *Post-Intelligencer* whose wife was the niece of President Franklin Roosevelt (Brant 1988). When Roosevelt visited the area in 1937, he decided to include the Monument and adjacent National Forest lands in a new Olympic National Park. In a 1983 study of the conflict, Ben Twight writes that it was inevitable given the organizational values of the Forest Service.

Elsewhere in the 1930's, wildlife management enjoyed success within the Forest Service. The deer recovery program on the Pisgah National Forest was especially noteworthy.

In the 1940's, agency involvement with wildlife was reduced because state fish and game programs were improving and timber harvesting was increasing on National Forests. Wildlife managers found insufficient funds a persistent problem. Problem areas surfaced as squirrel hunters in the Southern Region, upset over the loss of oak trees, exclaimed in 1956: "You kill the hardwoods, we'll kill the pine." In the 1960's, turkey hunters on the Monongahela National Forest (Eastern Region) complained of clearcuts in their favorite hunting areas. The result was a lawsuit and passage of the National Forest Management Act of 1976. This law required that Forest Service planning ensure a diversity of plant and animal species, a requirement that rapidly increased wildlife personnel in the late 1970's.

The Forest Service was not created to protect wildlife, but its Rangers realized that if they did not manage the animals in the National Forests, nobody else would. Thus the agency became an early leader in game management. Forest Service efforts were limited because of jurisdictional conflicts with states, the lack of an explicit congressional mandate until the Multiple-Use Act of 1960, and subordination of wildlife to range and then to timber management. The situation remained somewhat unchanged until the passage of the Endangered Species Act of 1973. The Forest Service caught up with this new reality with publication of *Wildlife Habitats in Managed Forests—The Blue Mountains of Oregon and Washington* (1979), edited by Jack Ward Thomas. It was the first agency book to provide "concrete direction for the management of game and non-game species alike" (Roth 1989).

(This is a mini history prepared by the Washington Office History Unit.)

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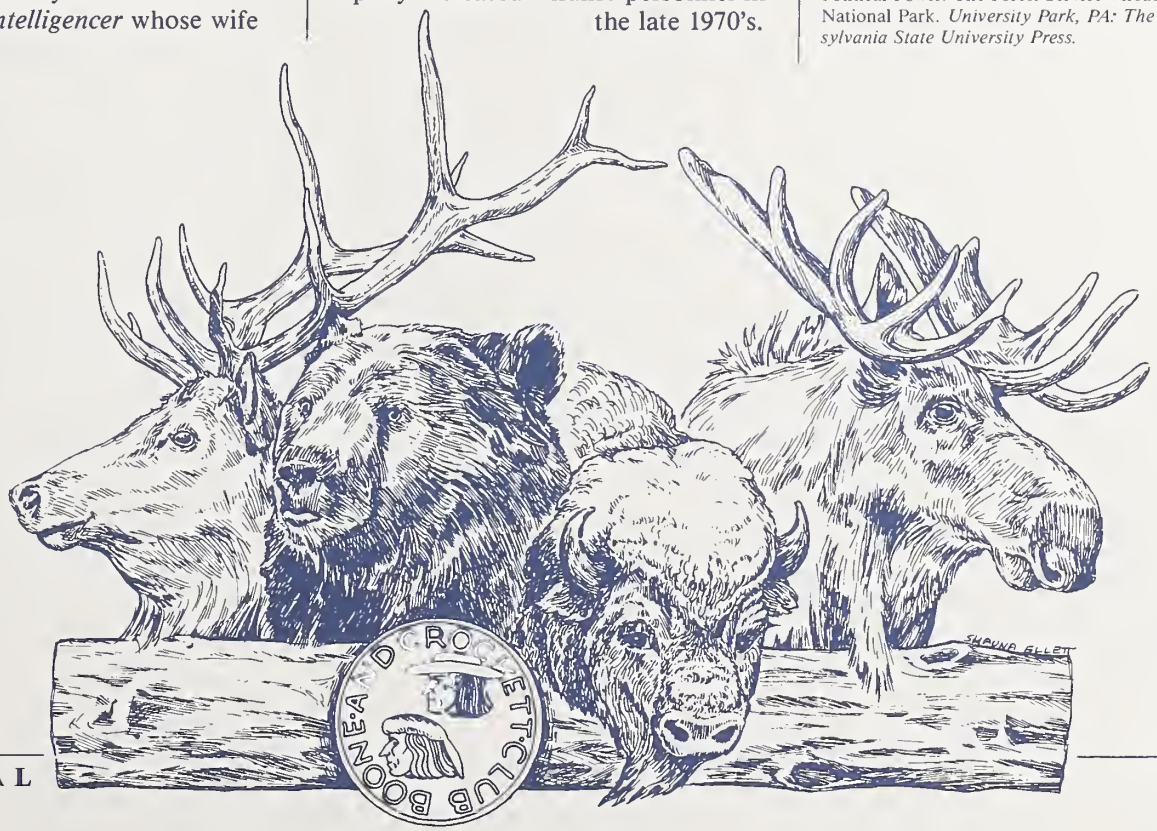


SHOWCASING A SUCCESS

The renovated Little Hole Recreation Complex.

Flaming Gorge District Ranger Steve Sams serves punch to those celebrating the completed renovations at the Little Hole Recreation Complex on the Ashley National Forest.

On a perfect fall day that brought anglers, boaters, and picnickers to the Green River, another group of people gathered at the Little Hole Recreation Complex on the Ashley National Forest. They were celebrating the completion of many new visitor developments that help make the Flaming Gorge National Recreation Area a showcase of recreational opportunities.

Efforts to renovate and improve recreation sites along the Green River began in 1986 with installation of a water system and power lines. Later, the campground at Dripping Springs was developed and equipped with flush toilets.

The crowning jewel of the improvement effort, though, is the renovated Little Hole Recreation Complex. Improvements include fishing platforms, paved boat ramps, loop trails, picnic sites, modern restrooms with flush toilets, and a paved parking area. The road connecting Little Hole to Highway 191 also has been paved.

Those who gathered to celebrate these achievements included cooperators, permittees, and local folks who love the Green River. Dennis Breer of the Green River Guide Association spoke about recreation uses of the river, and Craig Collett of the Flaming Gorge Lodge Corporation regaled listeners with the inconveniences of using the river only a few years ago. Damage to vehicles and equipment was then a common occurrence during trips down the bumpy, dirt road to Little Hole.

Forest Supervisor Duane Tucker told the celebrants that the improvements "not only provide safety and convenience, but offer access to visitors who, because of physical limitations, were not able to participate in river experiences in the past."

District Ranger Steve Sams noted that installing composting toilets along the Little Hole National Recreation Trail was another significant improvement. "They're a convenience to hikers, and they protect water quality."

"We've accomplished a lot of work since 1986," he said, "at a cost of nearly two and half million dollars. That's a big investment in outdoor recreation for the American people; but it's a bargain when you consider the safety, convenience and accessibility that visitors now enjoy."

Fran Reynolds
Public Affairs Officer
Ashley National Forest

Keep Those Wheels a Rolling

"We called in the experts to evaluate recreation site accessibility on the Las Vegas Ranger District," explained Engineer Steve Dodds. "Talk about bruising lessons!"

John Chambers, City of Las Vegas Recreation Department, surveys the area—is it or is it not accessible for a man in a wheelchair? It's said that John shows superb grace executing "wheelies" over speed bumps.

The "lessons" came from John Chambers, Chief of the City of Las Vegas Adaptive Recreation Division; Roy Rost who works in the Division as a Recreation Leader for physically-disabled children; and Joe Thorn, a Vietnam Veteran and Board Member of the Lakeside Chapter of the National Handicapped Sports Association. Thorn and Chambers recreate in wheelchairs and agreed to camp out with Rost and some Toiyabe employees to survey the accessibility of the Mt. Charleston campgrounds and picnic sites.

With tents barely set up and dutch ovens warming, fellowship had already begun.

"Hey, will somebody go get the water for this pot of coffee?"

"Here, Nick, take my 'chair' for the water," offered John Chambers. Gamely, Nick Zufelt, Staff Recreation Officer, accepted.

But Nick could not simultaneously balance a bucket and control his wheelchair speed for 200 yards down a 5 percent slope. Coming back up, he hit a traffic speed bump, flipped over backwards and fell out of his chair. He returned to camp with a bruised head, blistered hands and an empty water bucket.

"This just knocks the camping spirit right out of you," Nick puffed as he later tried to wheel up a rock-strewn path to Chambers' tent. A succinct comment that was echoed by Forester Tim Short and Public Affairs Specialist Liz Vlaming as they each took a turn wheeling through Kyle Campground.

Chambers and his colleagues are conditioned to overcome some of these obstacles. They have an agility that comes from the great upper body strength and athletic prowess they have developed propelling a wheelchair around. Indeed, Chambers won a gold medal for basketball during the 1992 ParaOlympics in Barcelona, Spain. Nonetheless, the message was clear, as Forest Service employees so painfully proved at the campout, that there is work to be done to make the Forest accessible to all.

Dodds and fellow Engineer Ron Riggs said some of the campground problems observed could be easily remedied, such as providing hard surfaces for access to fire pits, water outlets and tent pads, and cutting through speed bumps. However, other problems involving slope grades and enhanced restroom facilities require funding for design changes and implementation.

"We will use what we learned during the campout to identify obstacles and to plan phased work projects at existing sites," Dodds said. "This information also will be valuable in planning future recreational sites on the District."

Newspaper and television coverage of the campout reported that the outing should bring better campground compliance with the Americans with Disabilities Act, a new federal law requiring that public facilities be accessible to those with disabilities. But, for Forest employees, it's more than just meeting the requirements of a law. It's a matter of ensuring that all Americans have opportunities to enjoy the National Forests—their Forests.

Liz Vlaming
Las Vegas Ranger District
Toiyabe National Forest

Tim Short, Recreation Officer for the Las Vegas Ranger District, appears to be reading instructions on how to get around a campground in a wheelchair.

HALE AND HARDY ON THE TOIYABE

Fair Stresses Health Care . . . December 3

Looks of horror and delight were seen as folks emerged from their last station at the Health Fair on December 3. They were holding the results of their body fat percentage! Some, like "Rice Cake Nelson" (for those that don't know, that is Forest Supervisor Jim Nelson) came in around 13 percent, while others proved that eating greasy fries will reverse the fat numbers to 31+ percent.

This year's Health Fair also included a talk on stress . . . are you a red, blue, yellow or green person? What is your boss? Do you know the best way to deal with people that have those characteristics? In case you were unable to attend, Jean Burt has some extra handouts so you, too, may chill out!

Thanks goes to Tracy Hemmert for the information on Hepatitis B, definitely of interest to those dealing in crisis situations.

A golf tournament that afternoon attracted 18 shivering, foolish employees. Pat Ford, the Toiyabe Sports Director, said it was a four-way tie.

That night, a successful Christmas Party was held at Reno Air. Erin O'Connor-Henry did a first-class job of making sure we had a tasty meal in a nice setting. "Passing the hat" was a fun way to mix, mingle and meet spouses.

Exercise Thwarts Early Demise . . . December 4

We had many physical activities for our Toiyabe Olympics this year . . . for some of us the bruises and newly discovered muscles were a reminder through the following weekend that it is important to have a daily exercise routine.

The kazoo-playing "Theatrical Threesome" (Peggy Frye, Terri Frolli and Jenny Heisinger) from Austin provided laughs and entertainment for several hours in conjunction with the Olympics. Led by Olympian Dayle Flanigan and his torch, the games included: Haz Mat Clean Up—won by the DeJung Atomic Fireballs who were awarded a toilet plunger; Woodsy Owl Calling Contest—won by the Tonopah District who claimed a rubber duck as their prize; the Toiyabe Waddle—won by the Bridgeport District whose prize was a first-aid kit; and the infamous Transfer of Property—won by the Tonopah District who received a bucket of cucumbers with salad dressing.

Overall winners were: Jill Weathred—Most Vivacious for eating for two; Bronze—a tie between the Bridgeport District Penguins and the Austin Aus-Town Avengers; Silver—T-Commm; and the big winners—the Tonopah District because they ran faster, ate quicker and cheated quietly!

A major event was the passing of the Olympic torch to see who would have the honor of hosting next year's event—Austin won.

Engineering coordinated a great Volleyball Tournament. It's great to see co-workers' athletic prowess as they sprawl across the slippery gym floor. The Carson District ended up winning the trophy.

Bridgeport tried to make fools of everyone by showing the crowd's limited knowledge of Forest Service history. The winners appropriately received enamel-breaking, baseball-card gum.

Sustenance . . .

Food was provided both days. Chef Donna Rogers brought goodies on Thursday, as well as great fruit and vegetable trays, salsa/chips, and cakes on Friday. Dave Haney can take the credit, or the blame, for the coffee. He and his crew also brought donuts. Paulette Benally and Janice Sanchez did a terrific job mixing the dough and frying the Indian tacos. Of course, they would have been done faster, but Dave Greene was turning the fry bread s-l-o-w-ly. Good help is hard to get these days.

Always a class act, Mr. Ramos graciously relinquished his "Chili Cook" Crown to Dezi Zamudio. The top spot in the "Salsa Contest" went to Jim Hush of Dispatch. Susan Bergstrand received the Chocoholic Award for her Cocoa Mania dessert.

Drum Rolls . . .

As usual, the "Award Gather-uppers" (that's the certificate makers, run-to-the-awards-store crew, and personnel form filler-outers) had everything neat and tidy. And, as usual, Supervisor Nelson did his own thing. The following is hopefully a complete list of awards given out:

- Bridgeport District Recreation Team for innovative use of partnerships and volunteers in the District's recreation programs.
- Austin District employees for a quality dedication ceremony of the new District office and residences.
- Law Enforcement for quality investigation of timber theft case.
- Jocelyn Biro and Tom Frolli for outstanding facilitation of the Planning and Measurement Process.

- Jocelyn Biro and Tom Frolli for outstanding facilitation of the Planning and Measurement Process.
- Dave Grider and Guy Pence for being quality hosts on rides.
- Dave Greene for providing quality service to Districts.
- Randy Swick for implementation of range action plans and recreation facilities.
- Juan Palma for exemplary performance as Acting Las Vegas District Ranger.
- Bridgeport District Range Team for implementation of range action plans.
- Engineering Team for providing quality service to Districts.
- Austin District and Jennifer DeJung for Civil Rights.
- Nick Zufelt for an outstanding job during severe hardship and personal loss.
- Jim Paulk from Carol Burcell for support of the Smokey Bear Program.
- Mark Manda for quality trail reconstruction of Kirkwood Pass.
- The Bohica Award to those putting on the annual event.

A special award went to Lois Sagel of Las Vegas as our Volunteer of the Year. She has been very instrumental in trying to get the Spring Mountains designated as a National Recreation Area.

The biggest drum roll is reserved for the Employee of the Year. Nominated this year were: Pat Ward, Dave Greene, Jane Schmidt, Liz Vlaming and Craig Workman but, as the final envelope was provided, EMPLOYEE OF THE YEAR honors went to Carmen Funston! It's easy to understand why—just stop and think of all the personnel questions she has answered for you regarding hiring, firing, TOS, merit increases, etc. Congratulations CARMEN!!

We have pictures to prove all this really happened.

Karen Baggett
Public Affairs Officer
Toiyabe National Forest

The Toiyabe Waddle is one event of the Toiyabe Olympics. This team was led by District Ranger Dave Grider.

Drink eight ounces of water, eat eight crackers, then whistle—those are the rules for the Woodsy Owl Calling Contest. Caught in the act are Diane Schroder (in the Toiyabe sweatshirt), Carol Burcell (the coach in the middle) and Millie Grune.

Smokey Bear on Winter Detail

A 9-foot high Smokey Bear greets visitors to the Fairfield Ranger District office. Ice sculptor Buz Vanskike poses with his creation.

A cold-blooded visitor was on duty in front of the Fairfield Ranger District Office from mid-February until temperatures warmed, drawing lots of second looks and comments from winter recreationists passing through this small Idaho town.

The 9-foot sculpture of our Forest friend was carved out of ice by Buz Vanskike, Engineering Technician on the Fairfield Ranger District of the Sawtooth National Forest. This is the second time in the past 6 years there has been enough snow at the District Office to allow Smokey's visit.

According to Vanskike, he was inspired to try his hand at ice sculpting after seeing similar carvings at the Winter Ice Festival in McCall, Idaho. For the 1986 Fairfield competition, he fashioned the first-place winning dragon at his home and the second-place finisher, Smokey Bear, at the District Office. Many tourists and local residents have stopped by to have their picture taken with the tall Forest visitor.

"Everyone asks me how I made the ice sculpture," Vanskike said. "First, I placed four 4'x8' sheets of plywood together in the shape of a box, secured with a rope to keep the plywood together. Then, I filled the box with snow."

"It took at least one good, cold night for the snow to set up and then I removed the plywood sheets," he continued. "I used a pulaski, hand saw and a small saw blade for the final touches."

Vanskike said it took him approximately 20 hours to complete the work of art.

Mother Nature has ended Smokey's winter detail on the Sawtooth Forest just in time for him to start preparing for the upcoming fire season.

Barbara Todd
Public Affairs Specialist
Sawtooth National Forest

SUPPORT AND SUCCEED

In direct contrast to the old adage "divide and conquer," the Flaming Gorge Natural History Association has adopted the attitude, "support and succeed." For 25 years, Association support has enhanced the interpretation and management of natural resources in the Ashley National Forest.

The Flaming Gorge Natural History Association was the first interpretive association to affiliate with the Forest Service. It was created in 1965 in cooperation with the National Park Service; but when the Flaming Gorge National Recreation Area was established in 1968, the agreement was transferred to the Ashley National Forest.

The culmination of 25 years was celebrated this past summer at Flaming Gorge with a dinner, program, and musical entertainment. Duane Tucker, Ashley National Forest Supervisor, spoke about the value of the partnership between the Ashley and Flaming Gorge Natural History Association. Steve Sams, Flaming Gorge District Ranger, told of joint cooperative accomplishments. One of the most recent, last year in fact, was the production of the "Experience Flaming Gorge" video, narrated by Loni Anderson. Harriet Dickerson, assistant director of the Association, told of plans to produce a wilderness pin designed by a young member of the Ute Tribe. Harriet also presented an award to Wanda Collett, a local artist, for her drawing of an antelope for the logo adopted by the Flaming Gorge Natural History Association.

Phil Johnson, Interpretive Services Coordinator for the Intermountain Region, said, "The Flaming Gorge Natural History Association has a rich legacy of public service. It has benefited National Forest visitors by making informational, interpretive, and educational materials available for purchase and providing many other services the agency could not provide."

The Flaming Gorge Natural History Association continues to provide support to the Ashley National Forest. Like a bottle of wine, the Association gets better and more valuable to the Forest with each passing year. The golden anniversary is the next milestone, which could mean 25 more years of cooperation and support.

Diane Augustus
Information Assistant
Ashley National Forest

Manti-La Sal Scenic Byway Proposal

Folks on the Manti-La Sal National Forest and the Castle Country Travel Council are thrilled by the Utah Scenic Byway Committee's selection of the Huntington Canyon and Eccles Canyon Scenic Byways as the State's nomination for 1993 Scenic Byway funding through the Intermodal Surface Transportation Efficiency Act of 1991 (ISTEA). The Committee used two methods to rank the 6 proposals nominated to represent Utah. With each method, the Huntington Canyon and Eccles Canyon proposal came out on top.

Proposed enhancement of the Eccles Canyon Scenic Byway (U-264) coupled with the Huntington Canyon Scenic Byway (U-31) includes a 68-mile interpretive auto tour featuring 20 wayside exhibits. The proposed "Energy Tour" would help local citizens and tourists become more aware of natural resource management and mineral exploration, development and extraction on the Manti-La Sal National Forest.

There are approximately 16 million tons of coal produced each year from underground coal mines on federal coal leases within the Forest. That's approximately 80 percent of the annual coal production in Utah. The Forest also produces natural gas from a developing gas field and hosts a main pipeline that provides natural gas to the Wasatch Front. The exhibits along the Byway would highlight a variety of resources with special emphasis on historic mining, management of energy minerals and the associated benefits to the public. The mineral and energy industries are the "backbone" of the local economy. The Byway will showcase their good stewardship.

Local community and coal/energy industry support has been there from the start and is growing. It has come in the form of letters of support and commitment of funding and services for the implementation. The Forest is well on its way to securing the required 20 percent nonfederal matching funds. That is no easy task for a proposal that came in at just over $750,000.

With State-level selection behind them, the members of the Manti-La Sal Scenic Byway Team (Aaron Howe, Charlie Jankiewicz, Gloria Ledford, Stan McDonald and Walt Nowak) worked frantically to spruce up and condense the proposal for the national competition.

They are now in a waiting mode but hope to report a success story this summer after competing at the national level for ISTEA funds.

Charles J. Jankiewicz
Price District Ranger
Manti-La Sal National Forest

GOOSEBERRY

Nestled just off Interstate 70 on the Richfield Ranger District of the Fishlake National Forest is the Gooseberry Administrative Site. The complex earlier served as a Ranger Station, Experiment Station and a camp for the Civilian Conservation Corps, Young Adult Conservation Corps, Youth Conservation Corps and church groups but, since 1979, has been used for environmental/conservation education programs.

Each September, approximately 500 third graders from Sevier and Piute Counties converge there. These children have been waiting, some for most of their 8 years, for the time they would be able to "go to Gooseberry."

The children attend various environmental education classes taught by Forest Service personnel and other invited professionals. In the past, some of the classes have been about archeology, stream ecology, forestry, plants, law enforcement, fire, wildlife and Project Learning Tree.

The stream ecology class is actually taught in the stream which makes for "eager" learners. There are many available trees and plants that can be identified by the students as part of the forestry and plant classes.

The third graders are taught how fires start, and how and why the Forest Service controls and/or suppresses them. The students are given the opportunity to try on the protective clothing worn by firefighters and to see, touch and use the actual firefighting equipment.

Law enforcement officers do an outstanding job of talking about their jobs and the coordination of the various departments, as well as counseling the kids about drug abuse. Deep and lasting impressions are made on these youngsters in this natural setting.

And Smokey and Woodsy always make an appearance, to the delight of the students and their chaperones.

Each group spends a night in the bunkhouses . . . but not until after the ghost of "Annie Banks" has made an appearance. Whoooooooooo's Annie Banks? Any third grader who went to Gooseberry last September can surely tell you.

"Don't you have some 'shrink to fit,' " the third grader seems to be saying as he tries on a firefighter's protective clothing at the Gooseberry environmental education program.

Used Christmas Trees *with a Future*

After the Christmas season, the local landfill fills—not only with the ribbons, wrapping and boxes of already forgotten gifts but with hundreds of trees purchased earlier from local merchants or harvested through the approximately 500 Christmas tree permits sold annually by the Roosevelt Ranger District.

Surely there must be a way to recycle those trees. Several members of the District thoughtfully explored productive ways to use the trees and reduce landfill waste. Stream rehabilitation wasn't viable because opportunities were too limited on the District. Tree chipping was chosen instead.

That isn't a new idea; many communities have aggressive tree chipping programs. Logan, Utah, for example, has been managing that type of program successfully for more than 5 years. Uncertain how to proceed with a similar activity in the Roosevelt area, District employees sought advice from Logan City Forester Bill Meyers. He told them to contact their rural electric cooperative (Moon Lake Electric) who would be a good resource for providing an on-sight chipper. They did and Moon Lake Electric enthusiastically adopted the project. It gave Moon Lake Electric visibility while providing a valuable community service.

Because the project was proposed in mid-December, Moon Lake Electric had a limited time to plan and prepare. There was some radio and newspaper coverage and the local Boy Scouts assisted with tree pickup from central sites in four surrounding communities. Despite the late start, Moon Lake Electric chipped approximately 225 trees. The chips were left in a pile as "freebies" for the public.

Although 225 trees may seem a modest accomplishment, District employees felt it was a very successful first-time effort. Moon Lake Electric has committed to continuing this program and next year should produce even better results.

If you would like more information on how to initiate a similar project on your District, call either Nick, Gayne or me at the Roosevelt Ranger District. The phone number is (801) 722-5018.

Leslie R. Welch
Wildlife Biologist
Roosevelt Ranger District
Ashley National Forest

Editorial Policy—*Intermountain Reporter*

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each issue will attempt to contain something about each National Forest within the Region.
3. The Regional Forester's message will express his current feelings regarding situations within the Region.
4. The content of the Reporter will be consistent with Forest Service policy.
5. All submissions must be delivered to the Editor by the 10th of the month prior to the desired publication date.
6. Articles should be sent to the Editor on DG (Editor:R04A). Photos to accompany text are to be sent to the Editor separately with a hard copy of the text.
7. Articles should not exceed 800 words in length.
8. Photos should be black and white.
9. All articles are subject to editing.
10. Not all articles that are submitted will be printed.
11. The Editor has final say over content.
12. The author's name, title, and unit should be shown at the end of the article being submitted.

EVERYDAY SERVING PEOPLE

Received July 30, 1992

Steve Ryberg
Evanston, WY 82930

Dear Mr. Ryberg:

On July 24 in the Whitney Basin area of the Uinta Mountains, two of my very close friends were involved in an accident about 14 miles from the main highway on the Whitney Reservoir road.

I have never written a letter like this before but, I feel that the services rendered by the Forest Service personnel that were present was commendable. They truly went far beyond the call. I only know a few of their first names and they are: Liz, Earl and Mark. If there were others, I apologize for not mentioning them.

My friends were hurt quite severely and I was very worried for their safety. Your people handled the situation so very professionally and, as stated earlier, they went far beyond my expectations. They did what they could for us with great care and compassion. You should be very proud of these individuals.

We cannot thank them enough for their kindness and I hope their deeds will not go unnoticed.

Sincerely,
/s/ Ray Daniels
Salt Lake City, Utah

P.S.
Daina is on the road to recovery with a concussion, black eye and multiple scrapes and cuts. Holly, on the other hand, has a longer road ahead of her. She has a fractured spine, broken wrist, broken scapula, broken finger and a collection of stitches in her face, about 45 of them. It could have been a lot worse if it weren't for your people. Thanks again.

Barbara Schuster, Salt Lake Ranger District on the Wasatch-Cache National Forest, said she had a very nice phone call on September 30 from Dick Cornelius, leader of a Boy Scout troop in Holladay, Utah, who went on and on about how wonderfully our Great Western Trail Boy Scout projects were organized and run this year. He was extremely complimentary of Robin Briggs' efforts as our Volunteer Coordinator. He mentioned specifically that the Scouts received a day of training before doing the work. He also was very complimentary about our policy of making sure the Scouts do the work themselves on Eagle Scout projects.

Alison Nelson
Resource Assistant
McCall Ranger District
Payette National Forest

Dear Alison:

Doug Sato, President of the National Handicapped Recreational Skier Association, called on July 13. He and past president Robert Krogh have offered to advise us as we plan modifications of our facilities at Brundage Mountain to accommodate disabled skiers.

You will remember meeting Mr. Sato last winter, when you so ably diffused a volatile situation in which a handicapped skier participating in the Winter Games was so angry at us for a perceived insensitivity to his needs. .

This letter is to thank you for the quick and capable action you took to provide an immmediate and official response to the needs of that skier. Your intelligent assessment of the situation, your ability in facilitating a discussion, your ability to represent the Forest Service in a positive light and your genuine interest in being informed about the needs of the handicapped skier were very apparent to everyone concerned.

It is to your credit that the individuals involved in the meeting that day are confident of Brundage Mountain and the Payette National Forest's commitment to implement solutions. Thank you.

Sincerely,
/s/ Mary Naylor
Marketing Director
Brundage Mountain Co.
McCall, Idaho

Scott Bell
District Ranger
Winnemucca, Nevada

Dear Mr. Bell,

I would like to bring to your attention the commendable efforts and personal and professional service provided by Mr. Dave Kern.

My partner and I have been making regular hunting trips to the Paradise Valley area for well over 5 years and it has not been until recently that we contacted your Paradise Valley station and became acquainted with Dave Kern. He provided us a list of local ranchers (and their phone numbers) who might be approachable for hunting privileges.

I feel that this service is above and beyond the normal contact one might have with a local official of the Forest Service. The Forest Service and the local community of Paradise Valley are very fortunate to have such a quality individual associated with them.

Respectfully,

/s/ Stan Jonnson
Burlingame, California

Bill Kreutzer and the Regional Quality Award

In August of 1898, William Kreutzer was appointed the first forest ranger in the United States and, in 1993, he became the namesake of the Intermountain Region's Annual Quality Award.

Bill Kreutzer rode into Denver, Colorado, as a job seeker; he rode out a ranger. In his interview and dialogue with the newly appointed Forestry Superintendent, Colonel W.T.S May, nothing was mentioned of pay, policy or guidelines. Kreutzer was told only to: "ride back out there and put out those fires"—meaning five fires burning out of control on public lands. That was a fairly daunting task for one cowboy and one horse.

Kreutzer was told only to: "ride back out there and put out those fires."

Until Bill and his soon-to-be peers appeared on the scene, fire simply burned all summer on the public land. In fact, when Bill tried to recruit miners, farmers and ranchers to help put out the fires, they thought the idea was strange indeed, especially since Bill could offer them little monetary reward. He tried to appeal to their ethics, telling them they would be helping the productivity of the land, but that approach usually fell on deaf ears as conservation was poorly understood and infrequently practiced.

Which brings us to Bill Kreutzer's key contributions—dynamic and static quality.

Dynamic quality is defined as fringe thinking; e.g., suppressing fires on public lands in 1898. It is the source of all progress . . . always simple and always new, but rarely accepted at first. (In 1939, jumping out of planes to suppress fires was considered "pure loco" by most Forest Service employees.)

Dynamic quality is spontaneous and not the result of a plan . . . "ride out there and put out those fires." It is a quantum leap that leads to a dramatic change.

A society can only change its values person by person and someone has to be first. Bill Kreutzer happened to be first, and his ideas and practices were often viewed with suspicion, derision and fear.

It was often his hair-raising task to establish a land partnership with people who saw his efforts as a direct contradiction to their values. They believed the public lands were to be freely used—with no rules administered. Kreutzer was a pioneer as an on-the-ground public land administrator and his actions were very dynamic for that time:

- Suppressed forest fires—where that had not been done before;
- Reduced trespass—which was viewed as an absurd action since public lands were for everyone's use (or abuse);
- Established a permit and fee structure for range, timber and recreation use—when the issue of open range was still fairly touchy;
- Surveyed the National Forest System. The early ranger was reverently called "Forest Arranger."

Bill Kreutzer achieved all this by being very good with people. He was very effective at delegating and sharing with people, traits which allowed him to increase productivity. There's only so much one cowboy and one horse can do, even though the cowboy and horse were both mighty good.

He truly understood and practiced Gifford Pinchot's words:

"To do the work we have to do, a person must know about forests, of course, but he must also know about how people think, and how things are done in America. In a very real sense, that comes first."

Bill Kreutzer knew people and how to establish partnerships with them. This was done more than once after staring down the bore of a pistol or rifle held by a doubting prospective partner.

Kreutzer also knew that dynamic change needs a strong day-to-day foundation to survive. He intuitively realized that static quality must emerge in the wake of dynamic quality. Static quality is the normalization of the "quantum leap." It's inviting the practitioner to focus on implementing the concepts and ideas created by the dynamic quality activity.

Once the activity is established, attention must be turned to systems, processes and products that make the world safe and sane. This is the role of static quality.

Static quality and dynamic quality are two sides of the same coin. One cannot survive without the other. It is the rare person who can perform both, who at the proper moments of concept and organizational development can situationally be either the pioneer or the administrator.

Bill Kreutzer was such a person and his legacy sets a strong ideal for the Region's Quality Award which will recognize either giant leaps or constant improvements. Most of us seem to do one well, but not both. That is o.k. since both are needed (dynamic/static) and both will be recognized by the Region's award and plaque bearing Kreutzer's name.

AND THE WINNERS OF THE 1993 REGIONAL (BILL KREUTZER) QUALITY AWARD ARE

UNIT

★WASATCH-CACHE NATIONAL FOREST

FINALISTS

★Malad Ranger District

★Caribou National Forest

★Uinta National Forest

Accepting for the Wasatch-Cache National Forest, Forest Supervisor Susan Giannettino.

INDIVIDUAL

★GRANT MORTENSEN
Group Leader, PM-RO

FINALISTS

★Jon Leonard
R&L-RO

★Melissa Blackwell
Kamas District Ranger
Wasatch-Cache National Forest

★Toby Martinez
Fishlake Forest Supervisor

Grant Mortensen.

TQM and the Golden Rule

I've been having a lot of fun lately telling people what I do with the Forest Service. The usual response is something like, "You're a what . . . with who?" followed quickly by, "run that by me again."

Being a Total Quality Management Specialist with the Forest Service sounds like a contradiction to some, but the more I study **QUALITY** and its principles, the more convinced I am that it is about time the Forest Service and other government agencies join the worldwide **QUALITY** Revolution going on.

I've yet to meet anyone who doesn't think we should provide **QUALITY** resource management. I've yet to meet anyone who thinks we are wasting our time trying to improve our organization. All employees seem to favor being more involved and empowered in their jobs. Most supervisors appreciate the reduced stress that comes with **QUALITY**, and coaching is certainly better than critiquing. Folks like working on teams and solving problems together . . . it's great to know you are doing the job right and treating people as they would like to be treated . . . .

So what is the problem? Why do people still think, "It's good enough for Government work" . . . "Nobody really wants my ideas" . . . "Dealing with customers is somebody else's job" . . . and . . . "TQM is just a fad. It will go away like all the other programs."

I am not sure I will ever have the answers to these types of questions but I do know that **QUALITY WORKS!** It works in the private sector in retail stores, manufacturing plants, restaurants, resorts, sales, schools . . . you name the business and I can show you where applying **QUALITY** principles has brought more personal success and financial rewards to the organization. **QUALITY WORKS!** Now we are discovering how well it can work in government and particularly the Forest Service.

It shouldn't surprise us . . . for is not the purpose of government to meet customer expectations? Gifford Pinchot recognized the connection in the late 1890's and early 1900's when he talked about the American public deciding how their National Forests should be run. The "Ole Giffer" knew what he was talking about . . . "It's more trouble to consult the public than ignore them," he said, "but that is what you are hired for." He also urged early Foresters to, "Find out, in advance, what the public will stand for . . . get rid of the attitude of personal arrogance . . . recognize the point of view of the other man," and remember, "A public official is there to serve the public and not run them."

Today, we have the advantage of being able to see how well organizations survive when they place their focus on customer service and satisfaction. It's a tough world out there—swimming with sharks, up to our tailfeathers in alligators, dealing with turkeys—things are tough! But, organizations that use **QUALITY** principles are thriving.

It is amazing to me that everyone doesn't just jump on the bandwagon. There is so much to lose (like your job, reputation, business, $$$$) that you would think we would have no difficulty convincing people about **QUALITY**, but every day I hear tragic "war stories" of how customers are treated. How are you feeling about the service you get? How many times have you been treated like a nuisance or dealt with businesses that just don't seem to care about you?

A while back, I rewrote the old standard Golden Rule that so many of us have heard since we were kids ("Do unto others as you would have them do unto you") to reflect even more emphasis on **QUALITY**. I've called the revision, the **GOLDEN QUALITY RULE**. It places more emphasis on understanding what the customer really wants as opposed to what you would like. As an example, if you are a hunter, you may like a shotgun or rifle as a birthday present, but it probably isn't appropriate (unless you ask) to give such a gift to someone who opposes hunting and guns. Doing unto others as you would have them do unto you is not always best! Compare the Golden Rule to the **GOLDEN QUALITY RULE** which says:

"DO UNTO OTHERS . . . AS THEY WOULD HAVE YOU DO UNTO THEM."

I hope the difference between the two rules helps you understand what TQM is all about. TQM is about customers . . . knowing and understanding what they really want and expect. It also is about doing the right things right the first time and preventing mistakes. Continuous improvement is a cornerstone of the effort and, of course, everyone needs to be involved and committed.

The Forest Service is not necessarily here to stay. Unless we change to meet customer expectations, we are not going to survive. Practicing the **GOLDEN QUALITY RULE** and the basic principles of TQM is one way we can ensure our future.

Fred A. Kingwill
Total Quality Management Specialist
Bridger-Teton National Forest

CLASSY CUSTOMER SERVICE

What do you do when you discover that a very popular campground has been reserved for 3 weeks in June for a Forest Service fire school? And, the way you find out is through a complaint from a customer who wants to visit the campground during the same 3 weeks. Well, if you are Hugh Thompson and the folks on the Dixie National Forest, you:

- **notify MISTIX that the campground is available**
- **then you call the customer with an apology and information that MISTIX now will take her reservation**
- **and, lastly, you check to see if other customers were inconvenienced by the same scheduling conflict.**

Simple, huh? Oh, by the way, you also find another site for the fire school.

Kids Corner . . .

RECYCLING

There is so much that can be said about recycling that I find it difficult to decide where to start. Should I discuss what can be recycled, why I think recycling is important, what is done with the things we take to recycling centers, where to take recyclable materials, how to generate less garbage, or the importance of buying products made from recycled materials?

Well, I have to start somewhere, so I will begin with why I think recycling is important. After all, if you don't think recycling is important, why would you want any of the other information I can give you?

Limited natural resources. Limited space to dispose of garbage. Clean soil, water, and air. Those are some of the reasons recycling is valuable.

Recycling slows down the rate at which we use our natural resources. For instance, making new cans from existing aluminum cans requires 95% less energy than making them from ore and reduces the amount of aluminum we extract from the earth. Every ton of paper that is recycled saves 17 trees, 96 gallons of water, and 2.5 barrels of oil. Creating paper products from recycled material requires 75 percent less energy than making them from virgin material.

Another way to slow down the rate at which we use our natural resources and decrease the amount of pollution produced is to reuse what we already have. If you go on a picnic, put your name on your paper or styrofoam cup and use just that one cup for the whole day. Better yet, bring a plastic cup that you can take home, wash, and use on the next picnic. Plastic grocery bags can be used as garbage bags or taken back to the store and used again for groceries. Instead of packing your lunch in a plastic bag, how about using plastic containers that can be washed and used repeatedly? I just read an article about a person who makes handbags out of old inner tubes. The possibilities for reusing what we already have are limited only by our imaginations.

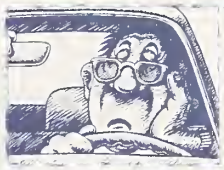
Recycling reduces (1) the amount of land that has to be set aside to store garbage, (2) the opportunity for contaminants (like oil, acid, paint thinner) to get into our water, air, and soil, and (3) the amount of natural resources needed to produce new products—all of which save us money, conserve the natural resources we depend on, and protect the water we drink, the air we breathe, and the soil from which we get our food.

Imagine what a difference it would make if we all recycled what we can.

Patricia Hurt
Salmon National Forest

IF YOU'RE NOT RECYCLING, YOU'RE THROWING IT ALL AWAY

Life Tips . . .



HOW TO JUMP-START A CAR
and avoid eye and face injuries:

1. Cover the dead battery with a floor mat or some sort of nonflammable covering. The dead battery can explode in your face.
2. Put out all cigarettes and flames. A spark can ignite hydrogen gas from the battery. Wear goggles.
3. Make sure cars don't touch. Set parking brakes. Put automatic shift in "Park" or manual to "Neutral."
4. Turn ignition off.
5. Add battery water (if needed), replace caps, cover with damp cloth. Don't jump-start if fluid is frozen.
6. Do not jump-start unless car batteries are the same voltage. (American cars are either 12-volt or 6-volt.)
7. Clamp one jumper cable to positive (+) pole of the dead battery. Then, clamp the cable's other end to the positive (+) pole of the good battery.
8. Clamp the second cable to the negative (-) pole of the good battery and the cable's other end to the dead car's engine block on the side away from the battery.
9. Start the car with the good battery—then start the disabled car.
10. Remove the cable from the engine block and the other car's negative pole. Then remove the cable from the positive poles.

JUST FOR TODAY

On your way to work, turn off your radio or Walkman and try a few of these affirmations that recently appeared in the Wall Street Journal:

- *JUST FOR TODAY, I will be as friendly as I can to the people I work with. I am going to treat them as if they were responsible for keeping me in my job and be grateful that they are there.*
- *JUST FOR TODAY, I am not going to insist that everything I do be perfect. I am not going to try to break any speed records. I will do what is in front of me with competence, not compulsion.*
- *JUST FOR TODAY, I will assume that I have adequate competence for my tasks. I will not endlessly question whether I really deserve my title and my pay.*
- *JUST FOR TODAY, I will feel happy I am at work, alive and well, and not in a combat trench or in a hospital.*
- *JUST FOR TODAY, when I leave work, I will not dwell on how much I did or did not get done. Instead, I will look forward to the evening and be thankful for whatever I accomplished.*

OTHER DUTIES

Bert Lowry, a Wildlife Biologist in the Fishlake Forest Supervisor's Office, has been named as a Director-at-Large for the Utah Wildlife Federation, an affiliate of the National Wildlife Federation. The Utah Wildlife Federation is a nonprofit organization that works to promote conservation and enhancement of Utah's wildlife.

EASTERN IDAHO VISITOR INFORMATION CENTER

The Visitor Center has opened at 505 Lindsay Boulevard in Idaho Falls with state-of-the-art exhibits featuring scenic photography, a topographic model, directional maps, artifacts and child-high interactive displays informing travelers and residents about recreational opportunities in southeastern Idaho. Information specialists from the Bureau of Land Management, the Targhee National Forest and the Greater Idaho Falls Chamber of Commerce are available from 8 a.m. to 5 p.m., Monday through Friday (with extended weekend hours during the summer) to answer questions about travel, recreation and community resources and to assist with permits. Maps and interpretive books also are sold there. The City of Idaho Falls provides partial funding for two staff members at the Center.

SAWTOOTH NRA TEACHES KIDS ABOUT WOLVES

The Sawtooth National Recreation Area wants local students to know more about Idaho's endangered gray wolf. Teachers can borrow the NRA's "Wolf Box" with its collection of instructional materials for hands-on activities, as well as videos, tapes and reading and writing exercises. Activities and lessons are included for grades 1 through 12. The box weighs about 40 pounds.

The box was developed by the National Wildlife Federation and is being made available through a partnership with the Forest Service. While the purpose of the box is to teach schoolchildren about the wolf and its ecology, biology, and history, literature, art and politics also are addressed by the educational package.

VIEWPOINTS

Salt Lake City, Utah
December 1992

Editor of Intermountain Reporter:

I started to write you some time ago after receiving my copy of the Reporter for January/February 1992 but I got tired. I am aware of the many serious criticisms directed at the Forest Service. The issue referred to (range management) was most interesting to me because I served on the Jarbidge and Mountain City Districts of the Humboldt, the Ely District of the Nevada, and the Austin District of the Toiyabe from 1931-1948. I started on the Fishlake in 1926, then went to the Kaibab in 1929-1931. I am 94 years old and try to keep up with Forest Service news and views. My son-in-law subscribes to the Enterprise here in Salt Lake and the enclosed article by Alston Chase appealed to me and I think it should be given some attention. Chase writes once a week and I think his views are worthwhile.*

It is difficult for "old timers" such as myself to accept the criticisms that are currently being thrown at the Service, an agency I worked hard to support and serve. That is the price we pay for living too long. I enjoyed my 35 years with the Forest Service and wish you a successful New Year.

Sincerely,

/s/ Q. David Hansen

P.S. I was also Ranger (Moab) on the Manti-La Sal from 1948-1956. Then back on the Fishlake (Loa) until retirement in April 1964.

**The article by Alston Chase (printed in "The Enterprise" on 12/14/92) was copywrited and the editor was unable to obtain permission to reprint it.*

June 16, 1992

Dear Sir:

This past weekend I went camping in your lovely National Forest at _____ Campground. I am a disabled person in a wheelchair. Your area is so beautiful and clean but, at this point in time, it was almost impossible for a person like me to enjoy it. It would have been impossible for me to use your bathrooms were it not for my champion, who assists me all the time. I could not even get to the building, much less use it, because my wheelchair wouldn't fit through the door. The surface was uneven so I couldn't get there by myself. We tried to reach the lake by a small path behind the bathroom and I could not even get to it to enjoy this lovely sight. How sad that was for a person like myself who enjoys the outdoors and camping. It is so hard for a disabled person not to be able to enjoy nature and all the other things that able-bodied people do.

Perhaps in planning for future handicapped sites you might think of how hard it is for a person who has to push a wheelchair up a hill to get to a campsite or bathroom, much less get past the metal guards in front of the bathrooms.

We have such a lovely state. It is clean and beautiful with wonderful sights to see. Please make it possible for us all to enjoy these things along with the rest of the population.

/s/ Kathleen D. Revell

Awards

REGIONAL OFFICE

Cash

ANDY KNAPP, Biological Technician, FPM - $400 for superlative work and personal leadership in keeping the media, the public and internal audiences well informed about forest pests in southwestern Idaho (a Boise NF award).
LARRY I. HINDMAN, Helicopter Operations Specialist, A&FM - $1,000 for superior performance during a critical large fire situation.
TOM S. PATTEN, Regional Fuels Management Specialist, and KRISTINE A. DAMSGAARD, Regional Fire Planning Specialist, A&FM - $1,000 each for leadership, skill and personal efforts in significantly improving the Region's NFMAS data base and understanding.
KAY BARKER, Accounting Specialist, F&AM, and ROBERT HELMER, Forestry Technician, TM - $1,000 each for developing and implementing a training course in Automated Timber Sale Accounting which has significantly improved the understanding and use of TSSA throughout R-4.
GLEN LEE BARON, Landscape Architect, E - $500 for demonstrating design excellence and skill on the Upper Mesa Falls project. Construction was artistically conceived and blended with the site. Due to this effort, future visitors will safely experience and enjoy the magnificent Mesa Falls.
ANDREW E. GODFREY, Public Involvement Coordinator, PAO - $800 for creativity, perseverance and skill in planning, organizing and developing the Utah Trails Map Series (an award from the Utah Forests).
BOB DAVIS, Interdisciplinary, P&B - $1,000 for superior performance of regularly assigned duties while a full-time member of the REV Team.
GLENN CASAMASSA, Assistant Regional Environmental Coordinator, P&B - $1,000 for special achievement in establishing the Region's 1900-01 training program and its implementation.
CINDY CHRISTENSEN, Office Automation Clerk ($250); SUSAN L. PREECE, Computer Programmer Analyst ($500); SANDRA S. CARLSON, Applications Clerk ($1,000) and GARY L. BOYLE, Water Rights Program Leader ($750), RW - For exemplary service in preparing the water right claims for the Snake River Basin Adjudication.

Employee Suggestion

KATHERYNE L. DYER and JOYCE FALK, Personnel Clerks (Typing), and TRUDY PEHRSON, Personnel Clerk, PM - $50 each for suggesting the use of an Employment Information Inquiry card.
GARY GIBBONS, Architect Technician, E - $200 for suggesting the use of a camcorder to aid in designing or remodeling historical preservation of buildings in the Region.

Group

SUE VAN ALLEN, R&L; LORRAINE S. PARKER, IS; GLENNA O. PREVEDEL, RF; MARIANNE M. HOLLAND, R&L; CURTIS STEINOLFSON, R&W; M. SUE GREEN, E; and GAYLE H. CASH, AS - For exemplary performance as a member of the Quality Improvement Team in establishing and implementing a process to improve the Regional Office Supply Room.

ASHLEY NATIONAL FOREST

Group—Safety, Health and Fitness Incentive Award for CY 1992

SO - TOM WATSON, Civil Engineer; DAN LABRUM, Civil Engineering Technician; GUY GOODWIN, Civil Engineering Technician; KIM YOUNG, Engineering Draftsman; LARRY ALLRED, Construction Engineer, and KEN LESH, Supervisory Civil Engineer.
SO - SUSAN FREEMAN, Resource Specialist; JACK DAVIS, Criminal Investigator; JAN GARDINER, Accounting Technician; DOLORES MANNING, Civil Payroll Technician; LUDAWN MECHAM, Resource Technician; RENE PEARSON, Personnel Clerk (OA); JANECE PHILLIPS, Accounting Technician; BRANDY PITCHFORD, Clerk Typist, and CINDY YOUNG, Personnel Clerk (OA).
SO - ELDEN BUCKALEW, Civil Engineering Technician; GARN ANDERSON, Engineering Equipment Operator; LYNN MCCLURE, Engineering Equipment Operator; GAROL MOON, Motor Vehicle Operator; RUSSELL MULLINS, Equipment Operator; JOHN PEARSON, Motor Vehicle Operator; KOREY ABBOTT, Laborer; POLLY KARREN, Engineering Aid; and BURT PARKER, Laborer.
SO - GINA REESE, Engineering Draftsman, and BRENT HANCHETT, Landscape Architect.
Flaming Gorge RD - JIM HAZELWOOD, Administrative Officer; MARI CAMPBELL, Resource Clerk; BRENT FORD, Forestry Technician; NATALIE GALE, Range Conservationist; CHRIS GAMBLE and BILL HAYES, Supervisory Forestry Technicians; ZERONE (TEX) LEFLET and ROWDY MUIR, Maintenance Workers; KAY POTTER, Business Management Clerk; DALE SCOTT, Information Assistant; CRAIG SHEELY, Forester; DOLORES SIMONS, Forester TR; JOHN SIMONS, Forestry Technician; PAULETTE WELDER, Motor Vehicle Operator; STEVE DILLREE, Maintenance Worker; RUSS NORVELL, Biological Technician; and ROBERTA BRINK and DARLENE DEVOY, SCSEP.

Performance

KEN LESH, Supervisory Civil Engineer, SO - For superior performance in managing engineering programs and funds, including supervisory and project accomplishment responsibilities.
ELDEN BUCKALEW, Supervisory Engineering Technician, SO - For superior program management, supervision and project performance.

Evidence of Success

TOM WATSON, Civil Engineer, SO - For "Creativity, Innovation and Teamwork" in adapting and using new technology in design work used on the Forest.
NANCY ROSS, Supervisory Forester, Vernal RD - For "Valuing Diversity" by showing outstanding leadership as chairperson of the Forest CRAG and promoting the need to assist those with disabilities.
DAVID WILSON, Forester, Vernal RD - For "Customer Satisfaction" for an exemplary job in making the firewood and Christmas tree program more convenient and understandable for the general public.
FRED HOUSTON, Supervisory Forester, Flaming Gorge RD - For "Applying Total Quality Management" by doing an outstanding job of encouraging his employees and a campground contractor to apply TQM principles in their every-day job.
SHEREL GOODRICH, Ecologist, SO - For "Environmental Leadership" by consistently demonstrating a willingness and ability to care for the land while performing and assisting others in technical resource work.
LARRY ALLRED, Construction Inspector, SO - For "Creativity, Innovation and Teamwork." At Rock Creek Canyon, he showed how effective teamwork and innovation can contribute in solving construction problems and result in exemplary construction.

Special Act

SHIRLEY FARRAR, and SCOTT ROBERTS, SCSEP, Duchesne RD - For outstanding performance this past summer in installing the water line to the District's horse pasture. No job is too big for them to take on.
PAULA BAILEY, Clerk/Typist, Duchesne RD - For excelling as a trainee which brought a rapid promotion. She also maintained her duties at a high standard during an extremely busy fire season.
DAHL GARDNER, SCSEP, Roosevelt RD - 1992 Safety, Health and Fitness Incentive.
GYE GOODWIN, Civil Engineering Technician, SO - For serving as the Contracting Officer's Representative for the three Little Hole contracts. He administered the contracts in a manner resulting in timely project completion and financial savings to the government.
REAY JESSEN, Forestry Technician, Roosevelt RD - 1992 Safety, Health and Fitness Incentive.
FRED SPALDING, SCSEP, Roosevelt RD - 1992 Safety, Health and Fitness Incentive.
DELOS (SONNY) KEMPTON, Maintenance Worker, SO - 1992 Health, Safety and Fitness Incentive Award.
BRIAN BACHTEL, Range Conservationist, Vernal RD - 1992 Health, Safety and Fitness Incentive Award.

On-the-Spot

JAMMIE LINDSAY, Information Receptionist/Typing, SO - For exceptional efforts in coordinating Christmas tree tag sales with vendors and customers.

BOISE NATIONAL FOREST

Cash

VICKI LAWSON, Outdoor Recreation Specialist, SO - $250 for a special effort to coordinate a joint Recreation/Engineering Accessibility Workshop (a Regional award).
DARRELL VAN BUREN, Engineering Technician, SO - $250 (a Regional award) for recycling contributions.
CAROL ROSS, Forestry Technician, Emmett RD - For sustained superior performance in timber sale preparation and log scaling on the District in 1992.
KENNETH BAKER and JAMES CIARDELLI, Forestry Technicians, Emmett RD - For sustained superior performance in timber sale preparation in response to the Douglas-fir tussock moth salvage effort on the District in 1992.
CHARLES SWEARINGEN, Forestry Technician, Idaho City RD - For superior performance as Minerals and Range Technician on the District. Performance was particularly notable during the 6-month summer field season when there was an absence of direct supervision.
JOANN HALBASCH, Forestry Technician, Idaho City RD - For superior performance as Recreation Technician on the District. Performance was particularly notable during the 6-month summer field season when there was an absence of direct supervision.
WARREN RIRIE, Range Conservationist, SO - For exemplary sustained performance.
LYLE WILKINSON, Realty Review Appraiser, SO - For superior performance as Planning Section Chief and as Situation Unit Leader for area command during the severe 1992 fire season. Also, for videoing burned structures to aid personnel in the claims department.
DONALD FULLER, Realty Specialist, SO - For superior dispatch assistance during the severe 1992 fire season and for key land exchange work enabling the Forest to maintain high commitment to total quality management.
BERT STROM, Forestry Technician, SO - For superior performance as Planning Section Chief on several fires during the severe 1992 fire season. He provided the leadership team with valuable NFMAS and fire management information.
FRANK CARROLL, Public Affairs Officer, SO - For commitment to and support of equal representation in the Forest, illustrated by his Master's thesis and recent comparative study of women line officers in the Forest Service.
CHERYL TEETER, Resource Clerk, Idaho City RD - For exceptional management in all phases of timber sale accounting and scaling on the Idaho City and Boise Districts.
IDA CAMARENA, Personnel Clerk, SO - For excellence in performing two positions for 3 months while also processing numerous awards, the Forest's performance ratings, and FEHB and TSP open season changes.
DOROTHY M. WILSON, Information Receptionist, Emmett RD - For dedicated efforts in representing the Boise Forest and Emmett District at the Malheur County Fair, Western Idaho State Fair and the Gem County Fair in 1992.

Quality Step

DEANNA MENDIOLA, Staff Assistant, SO - For outstanding performance to the Forest Supervisor and Deputy Forest Supervisor.
CYDNEY WEILAND, Land Management Planning Specialist, Emmett RD - For outstanding performance in all aspects of her position in 1992.

Spot Awards

JEFF SCHRAMM, Forester, and FRANK ANGELE, Forestry Technician, Idaho City RD - For coming in from their field unit to enter timber data and generate cruise summaries that will be used to help settle a dispute with the timber industry. This was a have-to-do project with short notice.
LAWRENCE DONOHOO, Wildlife Biologist, Boise RD - For a job extremely well done while serving as the Resource Advisor on the Foothills Fire.
RUTH MCFARLAND, Support Services Supervisor, Boise RD - For accomplishing a high quality of work during the Boise RD consolidation.
LAURIE FINK, Forestry Technician, Boise RD - For her willingness to accept additional responsibilities while maintaining regular duties during the Boise RD consolidation.
JAIME VAZQUEZ, Student Training (Accounting), SO - For excellent performance while on detail to the Boise RD including professional judgment in processing special use permits and District collections.
RONALD HOHNSTEIN, Forestry Technician, Boise RD - For providing quality recreation service and facility maintenance while being extremely short-handed during the consolidation of the Boise District.
MONTE MILLER, Range Technician, Boise RD - For a job well done while serving as the Resource Advisor on the Foothills and Dunnigan Creek Fires.
JODY HOWARD, Information Assistant, Boise RD - For outstanding performance in support of the fish and wildlife program in interpreting the wildlife rehabilitation effort of the Foothills Fire.

Group

CHARLES SWEARINGEN, JOANN HALBASCH, TERRY TEETER, and LEONARD ROEBER, Forestry Technicians, and MEGAN TIMONEY, Forester, Idaho City RD - For consistent advice and counsel to the District Ranger beyond the call of duty.

BRIDGER-TETON NATIONAL FOREST

Cash

DEAN L. BURNHAM, Supervisory Forester, Greys River RD - $100 for special achievement in the 1992 Intermountain Region Photo Contest (second place in the wildflowers/fall colors category).
SCOTT R. CLEMONS, Forestry Technician, Pinedale RD - $250 for special achievement in the 1992 Intermountain Region Photo Contest (first and third places in the wilderness category).
STEVE VANLERBERGHE, Forestry Technician, Greys River RD - $300 for special achievement in the 1992 Intermountain Region Photo Contest (first place in the wildlife category and second place in the wilderness category).
JERRY RUSTAD, Natural Resource Specialist, Kemmerer RD - $100 for special achievement in the 1992 Intermountain Region Photo Contest (second place in the wildlife category).
MIRLA SUE CATHEY, Deputy Administrator, SO - For demonstrating sustained superior performance throughout 1992 by exceeding normal job requirements.
RANDY DAVIS, Soil Scientist, SO - For exemplifying the concepts and goals of civil rights on the Forest. Long-standing commitment and leadership has helped create an atmosphere which fosters and celebrates diversity.
PETER MOURTSEN, Realty Specialist, SO - For extraordinary achievement in accomplishing the Teton/Diamond L ranchland exchange, pioneering an important process that used a prospectus for competitive land exchange proposals.

KURT NELSON and MARK NOVAK, Biologists, Pinedale RD - For responsibilities in excess of normal duties, extraordinary sacrifices and exceptional high levels of personal stress during Section 7 Endangered Species Act compliance.
DENNIS SMITH, Forestry Technician, Buffalo RD - For excellence in managing the Teton Wilderness.
GEORGE WALKER, Natural Resource Specialist, Kemmerer RD - For improving Forest relationships with the Kemmerer, Wyoming, Game and Fish Department and coordinating a riparian management training session while maintaining superior sustained performance.
LESLIE JONES, Natural Resource Planner, SO - For outstanding efforts in covering administrative duties on the Forest during the vacancy of the Administrative Officer position.
DOUGLAS EGGERS, Forester, SO - For outstanding work in leading the effort to develop ecological old-growth definitions for Forest cover types within the southeast Idaho and western Wyoming areas of the Intermountain Region.
SCOTT FITZWILLIAMS, Public Affairs Specialist, SO - For outstanding quality management of public involvement projects.
GLENDA FLOYD, Supervisory Natural Resource Manager, Kemmerer RD - For maintaining quality service to the public while understaffed during the summer and providing yearlong leadership in managing the District's budget.
ROSEMARY HOUSER, Support Services Specialist, Jackson RD - For assuming the duties of the Support Services Specialist on the Greys River RD for prolonged periods of time, not only updating and correcting financial, purchasing and property records, but also performing the duties of Resource Clerk, including timber and range special use permits.
CHARLES JONES, Administration, Jackson RD - For extraordinary achievement in accomplishing the Teton Village/Diamond L ranchland exchange, pioneering an important process that used a prospectus for competitive land exchange proposals.
ROBERT KING, Civil Engineering Technician, SO - For sustained superior performance on the South Engineering Zone of the Forest.
MARTIN W. MARSHALL, Laborer, SO - For outstanding lawn and yard maintenance.
BILL NOBLITT, Wildlife Biologist, SO - For a significant contribution to the development of ecological old-growth definitions for Forest cover types within the Intermountain Region.
JOSEPH KELLOGG, Supervisory Forestry Technician, SO - For greatly improving the helicopter program on the Forest through a professional attitude toward his job and the people he directly supervises. He has done an excellent job improving the operation and coordinating helicopter use with the Park Service, other agencies and the helitack personnel.
KEITH CHASTEEN, Lead Forestry Technician, Kemmerer RD - For outstanding, overall performance and support to the District's timber management program and administration of the District's tree planting program for the last 4 years, as well as serving as the District's representative to the Forest's Civil Rights Action Team and administering the District's safety program.
JOETTE KATZER, Cartographic Technician, SO - For continuous ongoing excellence and accuracy in completing payroll documents and learning the electronic timesheet. She goes out of her way to make sure the payroll is correct and turned in promptly every pay period.

FOREST'S ANNUAL QUALITY AWARDS
CAROL ECKERT, a Wildlife Biologist on the Buffalo District has been awarded the Forest's Annual Quality Award for her exceptional work during 1992. Carol was recognized for "outstanding professional contributions, commitment, initiative, leadership and dedication to the principles of Total Quality Management." Forest Supervisor Brian Stout said, "In addition to her regular duties, she has coordinated Forestwide snowmobile and winter safety training; hosted and served as technical advisor for the Interagency Grizzly Bear Committee's summer field tour; coordinated the District's seasonal and volunteer employee programs; founded a special program which provides bear-resistant containers and panniers for a nominal fee for back country users; served as a liaison to the University of Wyoming on a special demonstration project; assisted in developing educational materials on how to visit grizzly country; and developed a process to track the Forest Plan to determine if it is doing what was promised."

Other employees recognized for their quality work in 1992 included: Ecology Resource Group Leader Gloria Flora, Kemmerer District Supervisory Forester Jeff Laub, Payroll/Personnel Specialist Barbara Ridgway and Jackson District Recreation Specialist Lois Ziemann.

Employee of the Quarter was a tie selection for ANITA DOUGLAS and BARBARA RIDGWAY. Anita was recognized for her dedication to the mission of the Forest Service, including exceptional radio dispatching to fire crews and a competent and customer-oriented attitude in all her work. Barbara was cited for the originality displayed in creating and publishing by herself the very first Forest Handbook for Seasonal Employees, for arranging training and continuous exemplary processing of time sheets, making salary checks accurate and timely. Each received $100, a Certificate of Merit and a lovely personalized desk set from the South Zone Engineers.

CARIBOU NATIONAL FOREST

Cash
VICTOR BRADFIELD, Range Conservationist, Soda Springs RD - $500 for special achievement in the 1992 Intermountain Region Photo Contest (first and third places in the wildflower/fall color category, second and third place in the caring for the land category and second in the old-growth category).
ROBERT BRASSFIELD, Fisheries/Wildlife Biologist, Soda Springs RD - For responsibilities in excess of normal duties, extraordinary sacrifices and exceptionally high levels of personal stress during Section 7 (chinook salmon) Endangered Species Act compliance.
GREGORY CLARK, Forester, Soda Springs RD - For superior achievements in timber sale planning/preparation, silviculture and recreation planning/management.
GLADYS WELLS, Information Receptionist, Soda Springs RD - Assuming duties above and beyond the requirements of the position and performing in a high quality manner.
PHILLIP EISENHAUER, Forester, Pocatello RD - For an outstanding effort to cruise, prepare, appraise and sell North Pebble timber while mitigating wildlife concerns and developing public recognition and support for the activity. The total volume was 4.4 MMBF.

Spot
MARILYN MERRILL, Procurement Assistant, SO - For extra effort from June to September 1992 when IDAWY was short one employee.

Quality Step Increase
PAUL OAKES, Land Use Planner, SO - For consistent, outstanding performance during FY 1992 that substantially exceeded a fully successful level in both quantity and quality for all performance elements.
JILL GARDNER, Equipment Specialist, SO - For consistent, outstanding performance during FY 1992 that substantially exceeded a fully successful level in both quantity and quality for all performance elements as Fleet and Equipment Specialist.
RANDALL TATE, Civil Engineer, SO - For consistent, outstanding performance during FY 1992 that substantially exceeded a fully successful level in both quantity and quality for all performance elements as Civil Engineer and in planning, budget and maintenance.

CHALLIS NATIONAL FOREST

Cash
MIKE FOSTER, Wildlife Biologist, Lost River RD - For accepting additional responsibility as manager for the District's fire program from June to December 1992.

DIXIE NATIONAL FOREST

Cash
DONALD L. MOSIER, Forestry Technician, Escalante RD - For an outstanding contribution in making the Forest's law enforcement training a success.
DUANE C. STEWART, Forestry Technician, Escalante RD - For outstanding leadership and performance in the District's timber sale administration program during a period of significantly increased harvest activity.
MARIANNE BREEZE, Range Conservationist, Escalante RD - For successfully facilitating permittee involvement in the Pine Creek Allotment management revision. The result was an understood document that was not appealed.
RICHARD D. MADRIL, Range Conservationist, Teasdale RD - For performing duties and completing targets normally assigned to a higher grade.
LEE ANN BEEKMAN, Forestry Technician, Teasdale RD - For outstanding performance in Compartment Exams and STARS during FY 1992.
ALLEN DAN STEWART, Range Technician, Teasdale RD - For supervising District trail crews in completing all priority trails and a special planning project.
DAVID C. WHITTEKIEND, Wildlife Biologist, Teasdale RD - For completion of the Castellija aquariensis, TES&P study and producing its management recommendations on the District.
VIRGINIA H. JEFFREY, Clerk Typist, Teasdale RD - For presenting and implementing processes developed with the District's Host Quality Improvement Team and for developing the Annual Seasonal Employees Orientation program.
PETER M. GOETZINGER, Forestry Technician, Escalante RD - For diligent and professional performance as harvest inspector on the Velvet Lake Timber Sale.

Group
DIANA L. MCGINN, Forester, Cedar City RD; DONALD G. YOUNG, Forester, Powell RD; DAVID M. KEEFE, Forester, Escalante RD; LEEANN BEEKMAN, Forestry Technician, Teasdale RD; ROBERT FILLMORE, Forestry Technician, Teasdale RD: BRIAN FERGUSON, Forester, SO, and SHEILA SUE HANSEN, Forestry Technician, Powell RD - For coordinating and accomplishing 8,000 acres of reforestation certification on the Forest in FY 1992. This work was done as a Forest priority and exceeded expectations for the year.
The 1993 Unsung Hero Award went to these Support Services Supervisors: JULIE A. DODDS, Powell RD; TAMERA L. DRAPER, Teasdale RD; CHARLOTTE T. MITCHELL, Cedar City RD; VICKI T. ROSENBERG, Pine Valley RD, and CHARLENE H. WOOLSEY, Escalante RD, for quality and excellence in the workplace and continued exemplary performance.

Length of Service
A. DALE PETERSON, Fleet and Equipment Specialist, SO - 35 years
GILBERT RAY HANCEY, Civil Engineering Technician, SO - 30 years
LAMOND O. DAVIS, Forestry Technician, Cedar City RD - 30 years
S. ALAN TALBOT, Civil Engineering Technician, SO - 20 years
DUANE N. STEWART, Forestry Technician, Escalante RD - 20 years
BRIAN W. FERGUSON, Forester, SO - 20 years

Spot
WILLIAM ALAN BATE, Range Conservationist, Pine Valley RD - For a safe and successful 2-month detail to the Salmon Forest and a second 6-week detail to the Sawtooth Forest in addition to completing assignments on his home unit. Alan's unselfish personal contributions enhanced the success of both details.
NANOLIVIA CROWLEY, Hydrologist, SO - For making a real contribution through her subject matter expertise and professionalism to the environmental analysis of several projects on the Cedar City RD.
THOMAS G. SUWYN, Forestry Technician, Pine Valley RD - For exceptional effort in planning and providing the facilities for the Intermountain Region's Fire Staff Meeting in St. George, Utah.
RONALD S. WILSON, Cedar City District Ranger - For representing the Forest on the R-4 Budget Team.
RICHARD N. RINE, Forest Planner, SO - For representing the Forest on the R-4 Budget Team.
WILLIAM C. HIPP, Forester, Pine Valley RD - For presenting the Kern River Gas Line rehabilitation project at the Regional Special Use Training Session.

Quality Step Increase
PATRICIA A. LARSON, Information Receptionist/Typing, Pine Valley RD - For demonstrating outstanding skills and a good host attitude in her daily performance resulting in outstanding service to the District and the public.

FISHLAKE NATIONAL FOREST

Cash
E. J. "BERT" LOWRY, Wildlife Biologist, SO - $150 for special achievement in the 1992 Intermountain Region Photo Contest (third place in the old growth, wildlife and diversity categories).

HUMBOLDT NATIONAL FOREST

Cash
JUDITH POCHE, Forestry Technician, Santa Rosa RD - $350 for substantially exceeding job requirements in the areas of cultural resource inventory, wildlife habitat monitoring, sign program management, grazing allotment inspections and the Eightmile fence project implementation.
JED PARKINSON, Supervisory Civil Engineer, SO - $250 for timely and quality renovation of the electrical and water systems at the Ruby Guard Station.
RICHARD FISHER, Civil Engineer, SO - $350 for outstanding management of the Forest's potable water program in 1992.
STEVE WILLIAMS, Supervisory Range Conservationist; TINA GAST, Natural Resource Specialist; and KAREN DUNHAM, Support Services Specialist, Santa Rosa RD - $50 each for completing the FY 1993 final budget submission in a timely, professional, cooperative and accurate manner.

Length of Service
DALE ARMSTRONG, Supervisory Civil Engineer, SO - 25 years
JERRY GREEN, District Ranger, Ely RD - 30 years

MANTI-LA SAL NATIONAL FOREST

Cash
LELAND A. MATHESON, Range Conservationist, Price RD - For quality service in conducting an office safety hazard survey at the monthly safety meeting, identifying corrective actions and making followup assignments to promptly correct the hazards identified.
JAYLYNN PELL, Resource Clerk, SO - For performance (exceeding the requirements of her position) in support of preparation of the EIS for oil and gas leasing and updating timber programs.
SHIRLEY J. ATWOOD, Computer Assistant, SO - For efforts in researching, preparing and conducting the "Beyond New Line" course and training booklet.
PAUL BURNS, Fisheries Biologist, SO - For responsibilities in excess of normal duties, extraordinary sacrifices, and exceptionally high levels of personal stress during Section 7 (chinook salmon) Endangered Species Act compliance.
TERRY L. YOUNG, SO - For efforts in researching, preparing and conducting the "Beyond New Line" course and training booklet.
KATHLEEN J. HAWKS, Resource Clerk, Moab RD - For outstanding accomplishments in Civil Rights during 1992.

MELINDA K. SCHMIDT, Information Receptionist, Moab RD - For exemplary initiative and willingness to carry on day-to-day office operations during the unscheduled absence of the District Resource Clerk.
PETREA OMAN, Clerk, SO - For extra effort concerning third-party drafts which brought compliments from the customers.
LELAND A. MATHESON, Range Conservationist, Price RD - For quality service in conducting an office safety hazard survey at the monthly safety meeting, identifying corrective actions and making followup assignments to promptly correct the hazards identified.

PAYETTE NATIONAL FOREST

Cash
DEANNA FLEMMER, Budget Analyst, SO - $250 for a Regional award for recycling contributions.
MICHAEL MONAHAN, Fuels Management Officer, SO - $500 for performance substantially exceeding the requirements of his position.
H. CURTIS MCCHESNEY, Supervisory Forestry Technician, Weiser RD - $200 for outstanding commitment and performance in recruiting, developing and retaining nontraditional employees in the District's 1992 fire program.
MICHAEL STAYTON, Supervisory Forester, Weiser RD - $200 for his outstanding commitment to and support of the SWIPIC summer youth crew program and for efforts in the subsequent placement of enrollees from the previous year.
LARRY LOVITT, Aviation and Fire Management Officer, McCall RD - $250 for outstanding and above-average performance in meeting the District's burning program during very adverse conditions.
DAVE HALL, Forestry Technician, McCall RD - $250 for outstanding and above performance in meeting the District's broadcast burning program during very adverse weather conditions.
LARRY SWAN, Fire Management Officer, McCall RD - $250 for outstanding and above performance in meeting the District's broadcast burning program during very adverse weather conditions.
GORDON C. TITUS, Civil Engineering Technician, SO - $705.60 for creativity and initiative in the design and construction of the wall-mounted, swivel-boom vehicle washer.
SHERYL A. WOODY, Forestry Aid, Council RD - $250 for outstanding performance on small sales marking crew.
TIMOTHY M. HORN, Forestry Technician, Council RD - $300 for outstanding performance on small sales marking crew.
GENEVA M. WOODS, Forestry Technician, Council RD - $500 for sustained performance, a willing attitude, flexibility in work assignments and a significant contribution to the success of the timber marking crew during the 1992 field season.
LOTHAR E. KOSOSIK, Forestry Technician, McCall RD - $600 for sustained superior performance in sale administration, resulting in the District meeting or exceeding Forest standards and guidelines in water, soil and visual resources.
SANDI L. HOLBROOK, Forestry Technician, McCall RD - For sustained superior performance in reforestation and timber stand improvement resulting in a quality job on the District as well as new ideas and procedures being adopted by other Districts.
VONDA KIRK, Computer Clerk, SO - $200 for continued performance in excess of assigned duties.
LINDA WAGONER, Fisheries Biologist, SO - $200 for continued performance in excess of assigned duties.
NEAL A. DAVIS, Smokejumper Unit Manager, Smokejumper Base - $500 for performance substantially exceeding requirements of the position.
MERRILL SALEEN, Forest Air Officer, SO - $500 for performance substantially exceeding the requirements of the position.
JAMES M. "DUKE" NORFLEET, Forest Dispatcher, SO - $500 for performance substantially exceeding the requirements of the position.

Employee Suggestion
SCOTT B. ANDERSON and DENNIS G. MCCOY, Lead Forestry Technicians, SO - $325 each for suggesting a biodegradable streamer weight be created to replace the #9 telephone wire currently used (designed not to disintegrate).

SALMON NATIONAL FOREST

Cash
JULIE BARBARICK, Forestry Technician, SO - For sustained superior performance coordinating the Interagency Fire School, Salmon Forest fire training and managing a complex expanded dispatch organization.
ELIZABETH JOHNSON, Resource Clerk, SO - $100 for special achievement in the 1992 Intermountain Region Photo Contest (second place in the diversity category).
GARY JACKSON, Soil Scientist, SO - For outstanding effort and work in preparing the Horsefly Fire burn rehabilitation plan and in carrying out the work required by it.
KATHY SEABERG, Information Assistant, Cobalt RD - For performance exceeding the level normally expected in all elements of her job.
BRUCE H. SMITH, Fisheries Biologist, SO - For outstanding work resulting in a nationally recognized fisheries program on the Forest.
ALEXANDRA E. DAVIS, Outdoor Recreation Planner, SO - For an outstanding effort and work in preparing the ongoing activity review for Section 7 consultation with the National Marine Fisheries Service.
WILLIAM O. HICKEY, Animal Packer, Cobalt RD - For significant contributions to the Forest's wilderness and trails programs.
KENNETH E. ROGERS, Supervisory Forestry Technician, Cobalt RD - For significant contributions to the Forest's wilderness, recreation and trails programs.
RICHARD T. ROGERS, Forester (Adm.), Leadore RD - For outstanding leadership in range allotment and anadromous habitat management on the Forest.
BEN GARECHANA, Range Conservationist, Salmon RD - For efforts in teamwork, successfully handling controversial situations and disseminating information to the ranching community and interested public concerning grazing monitoring studies on the Forest.
ROBBERT C. MICKELSEN, Range Technician, Cobalt RD; and DONALD E. SMITH, Forestry Technician, North Fork RD - For efforts in teamwork, successfully handling controversial situations and disseminating information to the ranching community and interested publics concerning grazing monitoring studies on the Forest.
ROBERT W. ROSE, Fisheries Biologist, SO; DANIEL GARCIA, Fisheries Biologist, North Fork RD; KATHARINE A. FORSTER, Fisheries Biologist, Cobalt RD; and LOIS HILL, Fisheries Biologist, Salmon RD - For an outstanding effort and work in preparing the ongoing activity review for Section 7 consultation with the National Marine Fisheries Service.
KENNETH E. STAUFFER, Landscape Architect, SO; JAMES R. SUSTAIRE, Administrative Officer, SO; JAMES H. WERNER, Supervisory Civil Engineer, SO; ALEXANDRA E. DAVIS, Outdoor Recreation Planner, SO; JUDY CARVELHO, Support Services Specialist, Salmon RD, and ERIC S. PROCTOR, Telecommunications Manager, SO - For investing leadership, special effort, time and expertise in the design and leasing process which resulted in the successful completion of a new combination SO, D-1 and D-5 office building in Salmon.
ROBERT N. TAYLOR, Forester, North Fork RD; JANICE E. PHILLIPS, Support Services Specialist, Leadore RD; ROBERTA V. FADNESS, Office Automation Clerk, SO; SHERRY JACOBS, Mail and File Clerk, SO; SHARON HENNIG, Business Management Assistant, Salmon RD; EILEEN HAVENS, Supervisory Budget Analyst, SO; and ELIZABETH JOHNSON, Resource Clerk, SO - For outstanding performance as part of the Career Enhancement Quality Improvement Team.

Spot
MARY PREBBLE, Accounting Technician, SO - For organizing the collection processes and bringing the records to a very high standard of proficiency.
MARJORIE LIGHT, Accounting Technician, SO - For superior overall performance as a buying unit team member during FY 1992 fire activities.
M. J. COTE, Range Technician, Salmon RD - For outstanding, quality trail work.
JOHN PERRY, Forestry Technician, Salmon RD - For outstanding, quality trail work.
JAMES UPCHURCH, Wilderness Technician, North Fork RD - For outstanding, quality trail work.

SAWTOOTH NATIONAL FOREST

The listing of awards for this Forest in the January/February issue of the Intermountain Reporter contained some incorrect information. Those receiving $1,000 awards were Ed Waldapfel, John Lloyd and Howard Hudak.

Cash
TERRELL H. FLETCHER, Landscape Architect, SO - $500 for exceptional dedication in assisting with the Region 5 field testing for updating the USDA Forest Service Visual Management Guide System.
RANDAL RICHTER, Forestry Technician, SO - For superior performance in managing the fire and aviation programs on the Forest.
GARY KAISER, Forestry Technician, SO - For dedication and hard work in independently scheduling and performing stand examinations.
DENA SANTINI, Range Technician, Burley RD - For extra effort and dedication in preparing, researching, and monitoring compliance of range allotments.
HARRY STANDING, Civil Engineer, SO - For sustained superior performance in leading the preconstruction section in design with personal computers.
DAVID MCCLYMONDS, Forestry Technician, Twin Falls RD - For sustained superior performance of assigned duties and responsibilities.
ANDREW LANG, Supervisory Forestry Technician, Twin Falls RD - For sustained superior performance of assigned duties and responsibilities.
EUDOXIO SOLIS, Forestry Technician, Twin Falls RD - For sustained superior performance of assigned duties and responsibilities.
ARNOLDO SOLIS, Range Technician, Twin Falls RD - For sustained superior performance of assigned duties and responsibilities.
JULIE THOMAS, Resource Clerk, Twin Falls RD - For sustained superior performance of assigned duties and responsibilities.
MAX YINGST, Forestry Technician, Twin Falls RD - For sustained superior performance of assigned duties and responsibilities.
TOM RAMSEY, Forestry Technician, Twin Falls RD - For a high degree of performance in law enforcement.
RAY NEIWERT, Range Conservationist, Twin Falls RD - For sustained superior performance of assigned duties and responsibilities.
HERBERT BAUMERT, Civil Engineering Technician, SO - For sustained superior performance in preliminary engineering and construction staking.
L. GRANT HENDRIX, Construction Representative, SO - For sustained superior performance as a COR administering numerous recreation construction projects.
VERN BARNES, Civil Engineering Technician, SO - For sustained superior performance as a COR administering numerous recreation construction projects.

Quality Step Increase
BARBARA TODD, Information Assistant, SO - For outstanding performance and willingness to take on additional assignments.

TARGHEE NATIONAL FOREST

Cash
BART ANDREASEN, Landscape Architect, SO - $500 for demonstrated design excellence and skill on the Upper Mesa Falls project. The construction was artistically conceived and blended with the site. Future visitors will safely experience and enjoy the magnificent Mesa Falls (a Regional award).
MICHAEL YASUDA, Forestry Technician, Palisades RD - For outstanding effort in recruiting outreach candidates for summer/seasonal employment on the District.
DEAN R. HATHAWAY, Engineering Technician, SO - For extra effort and initiative in administering the Eastern Idaho Visitor Information Center contract.
DEAN M. DAVIES, Civil Engineering Technician, Palisades RD - For extra effort and initiative in administering the Eastern Idaho Visitor Information Center contract.
SABRINA LANCASTER, Budget Analyst, SO - For diligent persistence in providing the first African American celebration on the Forest.
JERRY V. BROWNING, Personnel Management Specialist, SO - For excellence in performing personnel responsibilities for the past four rating periods.
ELIZABETH DAVY, Forestry Technician, Teton Basin RD - For professional-level work in program administration and project work during the absence of the District Silviculturist. Work was beyond the scope of the technical position for which she was hired.
TERRY S. BOWERMAN, Soil Scientist, Ashton RD - For providing the highest example of leadership in encouraging high morale and productivity by the soil and vegetation inventory team.
SUSAN L. HEALD, Forester, Ashton RD - For exhibiting exemplary leadership skills in directing and accepting full responsibility for the District's timber program while maintaining high morale through a period of significant downsizing.
MARVA MURDOCK, Support Services Specialist, Ashton RD - For mastering new position requirements in a way that exudes confidence, high morale and creativity.
LORI NAGLE, Personnel Clerk, SO - For extraordinary personnel services provided to the Salmon Forest.
KEITH R. TWEEDIE, Forester (Adm.), Dubois RD - For extra effort in working with allotment permittees to improve resource and range management on the East Beaver and West Camas C&H allotments.
CHERYL F. PROBERT, Range Conservationist, Dubois RD - For extra effort in working with allotment permittees to improve resource and range management on the East Beaver and West Camas C&H allotments.
DAVID R. SLEIGHT, Forester (Adm.), Dubois RD - For special effort in arranging partnerships with the State of Idaho in upgrading and developing the Stoddard Creek Campground.

Quality Step Increase
ROBERT M. KIRKPATRICK, Civil Engineer, SO - For exceeding expectations of internal and external customers and managing a large and complex planning and construction workload; for leadership in the facilities and recreation water and sewer system improvements, Forest and Regionwide; and for excellent accomplishment of the Mesa Falls walkways and viewing platforms and the Island Park office addition.
ANETTE ZOLLINGER, Personnel Management Specialist, SO - For her high level of eagerness and expertise in all performance elements.

UINTA NATIONAL FOREST

Cash

MABLE FRANKLIN, Forestry Technician, Spanish Fork RD - For superior efforts in commencing the Environmental Natural Resource Education program and overseeing the District's implementation of it.

VICKI MAY, Personnel Management Specialist, SO - For planning, organizing and developing the exhibit and recruitment video for the 1992 Women's Conference.

LOYAL CLARK, Public Affairs Specialist, SO - For helping create a high quality recruitment video for the 1992 Women's Conference.

LOLA MURRAY, Information Assistant, SO - For helping to film and edit a high quality recruitment video for the 1992 Women's Conference.

KIM MARTIN, Forest Engineer, SO - For excellent coordination and results in working with the Utah National Guard during their 1992 active duty training on the Forest.

RONALD TORGERSON, Range Conservationist, Spanish Fork RD - For extra effort and dedication in serving the Range Conservationist needs of the Burley District and assisting in accomplishing the District's range targets.

BARBARA (GARCIA) FRANANO, Fisheries Biologist, Heber RD - For responsibilities in excess of normal duties, extraordinary sacrifices, and exceptionally high levels of personal stress during chinook salmon compliance with the Endangered Species Act.

BRENT SPENCER, Forester, Heber RD - For significant contributions to the development of ecological old-growth definitions for Forest cover types within Region 4.

BRENT SPENCER, Forester, Heber RD - For providing coordination and assistance to the road maintenance program on the Challis Forest by serving as liaison in acquiring military excess equipment for the Forest.

BRENT MCBETH, Recreation, SO - For excellent performance as a member of the core team that creatively planned the First Chief's Interagency Conference on Tourism and set the stage for a seven federal agency memorandum of understanding to pave the way for tourism on the federal estate.

Sustained Superior Performance

JULIE JENSEN, Information Assistant, Heber RD - For providing exceptional information services on the District through visitor center operations, interpretive programs and volunteer staffing.

Quality Step Increase

VALERIE YOUNG, Resource Clerk, Heber RD
TIMOTHY CLARK, Forestry Technician, Heber RD
JAMES B. KELLER, Forester, Pleasant Grove RD

WASATCH-CACHE NATIONAL FOREST

Cash - Special Act

ROGER KESTERSON, Forestry Technician, Evanston RD
RICK SCHULER, Forestry Technician, Mountain View RD
ROBERT ODDEN, Forester, Mountain View RD
JOHN SHURTLEFF, SCSEP, Mountain View RD
HENRY PETERSON, Surveying Technician, SO
MURICE BROWN, Surveying Technician, SO

Group

SUSAN GIANNETTINO, Forest Supervisor; BILL LEVERE, Deputy Forest Supervisor; MIKE SIEG, Salt Lake District Ranger; JIM WHITE, Supervisory Forester, Salt Lake RD; and CLARK OSTERGAARD, Landscape Architect, SO - For participation in sustaining ecosystems, integrating science and management, applying flexibility to meet challenges and enhancing partnerships with people.

Quality Step

GARY MCCORMICK, Survey Technician, SO - For outstanding performance.

CIVIL RIGHTS ACTION TEAM MULTICULTURAL AWARDS

Annual Forest Civil Rights Award (traveling plaque) - BOISE NATIONAL FOREST - For outstanding contributions toward a multicultural workforce and for providing opportunities for the use and enjoyment of National Forests by everyone.

Annual Regional Office Staff Award (traveling plaque) - FISHERIES/WILDLIFE STAFF - For outstanding support for and contributions toward a multicultural workforce.

Regional Forester Multicultural Achievement Award - BARBARA A. MORGAN, Boise National Forest - For actively pursuing and obtaining a more culturally diverse workforce on the Forest through solid outreach and recruitment strategies.

THOMAS G. SUWYN, Dixie National Forest - For actively seeking and developing a mutually beneficial employment relationship between the Forest and Native Americans through various Native American Tribal Employment Rights Offices.

ANN M. HELTSLEY, Boise National Forest - For independently hosting the "Shadow" program enabling minority students from the inner-city of Chicago to participate in an Idaho wilderness experience while learning about the Forest Service.

NATIONAL VOLUNTEER AWARD WINNERS

Individual Volunteer Service - MAC MCGORY, Bridger-Teton NF
Sponsored Volunteer Service - TIMP EMERGENCY RESPONSE TEAM, Uinta NF
Corporate Sponsored Service - CHEVRON CORPORATION, Wasatch-Cache NF
Youth Volunteer Service - BOY SCOUT TROOP 620, Salmon NF
Forest Service Unit - SODA SPRINGS RD, Caribou NF

Roll Call

REGIONAL OFFICE

Promotion

FRANK QUINTANA, Regional Safety and Health Officer, has been selected as the Chief Health and Safety Officer in the Washington Office.

Retirement

G. LEE BARON, Landscape Architect, E

ASHLEY NATIONAL FOREST

Appointments

MARY SMUIN, SCSEP, SO
ROSCOE JUSTICE, SCSEP, Roosevelt RD

Promotions

STEVE ROBERTSON, Electronic Technician, SO, to Telecommunications Specialist, SO
GAYNE SEARS, Forestry Technician, Roosevelt RD, to Outdoor Recreation Planner, Roosevelt RD
KIM ROSS, Information Receptionist, Roosevelt RD, to Editorial Assistant, Rocky Mountain Forest and Range Experiment Station in Flagstaff, Arizona

Promotions in Place

EULA WISE, Purchasing Agent, SO
CINDY SEVERSON, Resource Clerk, Vernal RD

Reassignments

CINDY SEVERSON, Office Automation Clerk, Vernal RD, to Resource Clerk, Vernal RD
JAMMIE LINDSAY, Information Receptionist, SO, to Information Receptionist, Roosevelt RD
CHRISTY WRIGHT, Resource Clerk, Price RD, Manti-La Sal NF, to Office Automation Clerk, Vernal RD
JAMES SCOTT (SCOTTY), Supervisory Forester, Flaming Gorge RD, to Deputy District Ranger, Flaming Gorge RD

BOISE NATIONAL FOREST

Promotions in Place

DAUTIS PEARSON, Forestry Technician, Lowman RD
LINDA BRYANT, Forester, Emmett RD

Reassignments

DONALD CORLEY, Fisheries Biologist, Boise RD, to Fisheries Biologist, SO
CHARLES PRENTISS, Soil Scientist, Boise RD, to Soil Scientist, SO
KATHY LUCICH, Idaho City District Ranger, to Bridgeport District Ranger, Toiyabe NF
HAL GIBBS, Island Park District Ranger, Targhee NF, to Idaho City District Ranger

BRIDGER-TETON NATIONAL FOREST

Appointment

BERYL WOLFF, Senior Community Service Employment Program, SO

Promotions

PAMELA LANCASTER, Resource Clerk, SO, to Resource Assistant, SO

Reassignments

LYNN R. JOHNSON, Forestry Technician, SO, to Office Automation Clerk, Greys River RD
ANN MEBANE, Wildlife Biologist, Shoshone NF, R-2, to Office Automation Clerk, Big Piney RD
KATHY NASH, Office Automation Clerk, Jackson RD, from Computer Assistant, Umpqua NF
LOIS ZIEMANN, Recreation Forester, Jackson RD, to the Chugach NF (Alaska)
LYNN WILLIAMS, Range Conservationist, Pinedale RD, to Natural Resource Manager, Kamas RD, Wasatch-Cache NF
CONSTANCE WILKINS, Computer Programmer Analyst Trainee, SO, to Computer Programmer Analyst, Arapaho and Roosevelt NF's, R-2

Transfer In

DAN ELLISON, Administrative Officer, SO, from Office of the Chairman of the Joint Chiefs of Staff in the Pentagon.

Resignation

REQUITTA HOGAN, Budget Analyst Trainee

Retirement

JIMMIE ANN WIDEMAN, Clerk Typist, Kemmerer RD

CARIBOU NATIONAL FOREST

Promotions in Place

SHAWNA ANDERSON, Resource Assistant, SO
ANITA LUSTY, Civil Engineer, SO

Reassignment

NANCY POOLE, Resource Assistant, SO

CHALLIS NATIONAL FOREST

Promotions in Place

DENISE CAMPER, Support Services Specialist, Yankee Fork RD
JUDY SMITH, Support Services Specialist, Middle Fork RD
RON HARRIS, Forestry Technician Leader, Challis RD, to Forestry Technician, Challis RD

Reassignments

MARK GIACOLETTO, Forester, Lost River RD
JANICE A. PISANO, Fishery Biologist, Intermountain Station (Boise), to Fishery Biologist, Yankee Fork RD

Resignation

LISA B. CLEMENTS, Office Automation Clerk, SO

Retirement

JIM KOPP, Engineering Equipment Operator Foreman, SO

DIXIE NATIONAL FOREST

Promotions in Place

DONALD F. TINSLEY, Forestry Technician, Cedar City RD
KEVIN R. SCHULKOSKI, Escalante District Ranger

Transfer Out

SANDRA G. WEAVER, Forester, Escalante RD, to Park Planner, National Park Service

FISHLAKE NATIONAL FOREST

Appointments

DENZIL MORRILL, SCSEP Enrollee, Richfield RD
LEOLA BROWN, SCSEP Enrollee, Richfield RD

Reassignments

MELODY JOHNS, Civilian Pay Technician, SO, to Personnel Clerk, SO
LOU ANNE EATON, Computer Programmer Analyst, SO, to Computer Specialist, SO

Promotions

JOANN DODDS, Personnel Clerk, SO, to Personnel Assistant, SO
MERTINA RANDLES, Accounting Technician, SO

Promotion in Place

DELLA RASMUSSEN, Computer Assistant, SO

Resignation

KATHERINE KESLER, Information Receptionist, Fillmore RD

HUMBOLDT NATIONAL FOREST

Conversion to Career Conditional

KEVIN ATCHLEY, Student Trainee, Range Conservationist, Mountain City RD, to Range Conservationist, Ruby Mountains RD

Detail

TOBY RHUE, Resource Assistant, Ely RD, to Recreation Program Manager, Hiawatha NF

Promotion

CHRYSTINE OLSON, Zone Range Conservationist, Sequoia NF, to Supervisory Range Conservationist, Mountain City RD

Promotion in Place

CAROL PETERSON, Computer Specialist, SO

Reassignments

LINDA WHITETRIFARO, Range Conservationist, Ruby Mountains RD, to Wildlife Biologist, Ruby Mountains RD
LOIS POPPERT, Forester, Mountain City RD, to Environmental Planner, Harney RD, Black Hills NF
LOREN POPPERT, Forester, Mountain City RD, to Forest Recreation Specialist, Custer RD, Black Hills NF

Retirement

HARVIE TIBBS, Supervisory Forestry Technician, Ely RD

MANTI-LA SAL NATIONAL FOREST

Career Conditional Appointment
STEVE ROMERO, Wildlife Biologist, from Co-op Ed

Promotions in Place
JEFF DEFREEST, Geologist, Price RD
DONALD RIDDLE, Forestry Technician, Ferron RD
NORMA J. BUTLER, Accounting Technician, SO
PAUL BURNS, Fisheries Biologist, SO

PAYETTE NATIONAL FOREST

Reassignments
NIKKI DYKE, Supervisory Forestry Technician, Willamette NF, to Forester, SO
PAMELA K. BRACISZESKI, Forester, Newport RD, Colville NF, to Forester, Weiser RD
RANDALL G. SWICK, Bridgeport District Ranger, Toiyabe NF, to Land Management Planner, SO
SHERRY SEGOVIA-SUMMERFIELD, Forestry Technician, Applegate RD, Rogue NF, to GIS Manager/Forestry Technician, SO

SALMON NATIONAL FOREST

Promotion
ROBERT H. MARTIN, Supervisory Forester, SO, to Minerals Management Specialist, SO

Reassignments
ALLAN JACKSON, Forestry Technician, Gifford Pinchot NF, to Forestry Technician, SO
JOSEPH BUTSICK, Biological Technician, Ochoco NF, to Wildlife Biologist, SO
JOSEPH D. CARVELHO, Forestry Technician, North Fork RD, to Forestry Technician, SO

Retirements
ULTAN JOHNSON, Civil Engineer, SO
DONALD D. PRESTWICH, Supervisory Forestry Technician, North Fork RD

SAWTOOTH NATIONAL FOREST

Appointment
SHANNA ROBINSON, Support Services Clerk, Ketchum RD

Promotion
LENDEN GUNTER, Forestry Technician, SO, to Motor Vehicle Operator, Ketchum RD

Promotions in Place
IVA ADKINS, Computer Assistant, SO
SHARON LABRECQUE SMITH, Land Use Planning Specialist, SO
BRANT VANSKIKE, Forestry Technician, to Engineering Technician, Fairfield RD

Reassignment
SID J. LOPEZ, Range Conservationist, Okanagon NF, to Range Conservationist, Twin Falls RD

Retirements
BERYL BEVERCOMBE, Engineering Equipment Operator Foreman, Ketchum RD
JOSEPH MALLEA, Engineering Equipment Operator Foreman, Ketchum RD
DALE LAMM, Range Technician, Fairfield RD

TARGHEE NATIONAL FOREST

Promotions in Place
ROBERT SPECHT, Botanist, SO
FREDERICK STRAUS, Operations Research Analyst, SO

Reassignments
DEE SESSIONS, Supervisory Forester, SO, to Public Affairs Specialist, SO
DONNA C. WINTERS, Personnel Clerk (Typing), SO, to Office Automation Clerk, SO

Resignation
LESLIE LITTLEJOHN, Personnel Management Specialist, SO

TOIYABE NATIONAL FOREST

Appointments
ANNAMARIA ECHEVERRIA, Forestry Technician (Student Trainee - JAC Program), Austin RD
ARLENE BENSON, Archeologist, Tonopah RD

Promotion
BONNIE COLEMAN, Mail and File Clerk, SO, to Office Automation Assistant, SO

Promotions in Place
JAMES TALLERICO, Landscape Architect, Wasatch-Cache NF, to Forester (Admin.), Las Vegas RD
PAULETTE BENALLY, Personnel Clerk, SO
CAROL HALE, Resource Clerk, SO
RICHARD L. CONNELL, Student Trainee, Forestry, SO
WALTER E. SCHALNAT, Land Surveyor, SO

Reassignments
JAMES PAULK, Computer Clerk, SO, to Computer Clerk, Las Vegas RD
ELIZABETH STANKO, Administrative Assistant, SO, to Public Affairs Specialist, Las Vegas RD
MEI TING MARK, Wildlife Biologist, Bridgeport RD, to Wildlife Biologist, SO
GWEN J. WALTER, Archeologist, Eldorado NF, to Archeologist, SO

Resignation
ROSEMARY BRITANIK, Clerk Typist, Las Vegas RD

Retirements
T. DOYLE HANKS, Supervisory Range Scientist, SO
CLAUDE O. MARSH, Supervisory Forestry Technician, SO

UINTA NATIONAL FOREST

Promotion in Place
DAVID S. HATCH, Landscape Architect, SO

Reassignments
RENEE A. FORREST, Civil Engineering (Co-op), Targhee NF, to Civil Engineering (Co-op), SO
CYNTHIA SWANSON, Realty Specialist, SO, to Realty Specialist, WO

Transfer Out
SYLVIA A. VIGIL, Information Assistant, SO, to Secretary, Department of Transportation

WASATCH-CACHE NATIONAL FOREST

Promotion in Place
KAYE WOOLSTENHULME, Support Services Specialist, Kamas RD

Reassignments
SUSAN WILKINSON, Administrative Officer, Manti-La Sal NF, to Administrative Officer, SO
MICHAEL BARRY, Program Analyst, R-3, to Operations Research Analyst, SO
PAUL COWLEY, Fishery Biologist, Wise River RD, Beaverhead NF, to Fishery Biologist, SO
LARRY JOHNSON, Supervisory Forester, Ninemile RD, Lolo NF, to NEPA Coordinator, Evanston RD
GORDON WILLIAMS, Interpretive Services and Marketing Specialist, R-3 (RO), to Landscape Architect, SO
VERNON CREASAP, Forester, Scott River RD, Klamath NF, to Biologist, SO

R-4 ALUMNI

WIN GREEN, who earlier was the Endangered Species/Animal Damage Specialist in the Intermountain Regional Office and the Forest Supervisor of the Clearwater National Forest for the past 2 years, has a new assignment as liaison between the Forest Service and the Idaho State Forester. His primary role will be to foster an effective relationship with the State of Idaho in implementing the Idaho Forest Practices Act.

JERRY KNAEBEL, Director of Engineering in the Southern Region, has retired. Before his move to Washington, D.C., in June 1981, Jerry was the Boise Forest Engineer.

Obituaries

THOMAS A. PHILLIPS, 79, died March 6 at the Idaho State Veterans Home in Boise. Tom was born in Springville, Utah. He was captain of the Springville High football team during his senior year. Before attending college, he worked in the Civilian Conservation Corps. He graduated from Utah State University in 1939 with a degree in range science. He served in the U.S. Army during World War II and was a meteorologist in North Africa. Tom worked on various western National Forests. He retired from the Sawtooth National Forest in the late 1970's.

LETHA K. HARDER, Visual Information Specialist, for the Targhee National Forest, passed away April 1 after a long but valiant fight with cancer. Letha began her Forest Service career in May 1970 as an Engineering Draftswoman on the Sawtooth Forest. She transferred to the Targhee Forest in May 1981 as the Visual Information Specialist where she worked until her death.

During 4 years of extensive surgery and chemotherapy, Letha made every effort to come to work. Weak and with sores over much of her body, she would put on her wig and turn up her courage and determination a notch or two. She had an important job on the Forest and knew that many people relied on her to help make their projects "shine" through her excellent artistic skills.

Letha's memory will live on in many of the projects and publications to which she contributed her time and talent. Some of her most notable layout and design contributions are the Forest Plan and the Greater Yellowstone Area Aggregation. She also was instrumental in putting together the Targhee's contribution to the President's Initiative Recreation Package which, because of its quality, was recognized both by the Regional Office and the Washington Office. She also designed and illustrated the signing for the historic charcoal kilns on the Dubois Ranger District.

She will be missed by all on the Targhee Forest. Her courage, determination and positive attitude will continue to be an inspiration to her co-workers.

CAROLYN WOOD, 50, died in April of cancer. She was born in Ogden and attended Weber State College and Utah State University. She worked for the Air Force, the Bank of America and the Nebo School District. For the past 10 years, she has worked for the Forest Service in Spanish Fork, Utah, as the Support Services Specialist.

She was active in the community and her church. She was president of the Spanish Fork women's auxiliary of the Jaycees, was an instructor for the Red Cross and was very active in the First Responder Program.

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TO:

Dreams Come True on the Middle Fork

The Middle Fork Lodge was first known as the Thomas Place, so named for an early-day placer miner. At the turn of the century, two men named Voller and McNerney owned the Thomas Creek Ranch. They were called "The Buckskin Boys" because they both wore leather clothes made by one of them. They mined for gold up Thomas Creek and raised a few head of cattle. The "Buckskin Boys" built fences, a barn, and a new cabin on the ranch. By 1910, the hard-working men had greatly improved the property and they put it up for sale.

The ranch changed hands several times before Tom McCall bought it shortly before World War II. Tom and Nell McCall moved to the ranch in 1940 with their daughter Bonnie. Tom was an expert pilot and used the airstrip that had been built on the large flat across the Middle Fork of the Salmon River. Their plan was to establish a dude ranch that offered excellent fishing and hunting to their clients. Tom decided to construct a sawmill for the lumber needed to build the lodge and cabins. He flew in, piece by piece, the materials needed to build the mill.

He planned to use water power to run the operation. The steel pipe used to transfer water from Thomas Creek to the mill was brought from an abandoned hydraulic operation up Greyhound Creek. Tom hired a packer with six mules to carry the 16-foot sections of heavy metal pipe down the trail to a point below Pistol Creek Rapid.

When the sections were finally at the river's edge, Tom welded metal plates over the open ends of the pipe. He then brazed sections together to form the strongest raft every built on the Middle Fork. When the raft finally reached its destination 13 miles downstream, it was disassembled and the pipe was reassembled to supply the water necessary to power Tom's hand-built mill.

By 1943, the McCalls' dream of a successful hunting and fishing lodge had become a reality. The McCalls stayed until 1955 when they sold the ranch to Bill Guth, Ken Rowdy and Dr. Dean. The ranch was next acquired by guide/outfitter Rex E. Latham of Emmett, Idaho. Latham sold the place to the Harrah Corporation of Reno and Lake Tahoe for the Corporation's mountain retreat in the Wilderness. ❧